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MONTANA

STATE COMPREHENSIVE

MANPOWER PLAN

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INTRODUCTION

INTRODUCTION

I. OVERVIEW OF ECONOMIC BASE

Traditionally, Montana's economy has been based on two industries; agriculture and mining. Since both of these industries have been subject to large unpredictable fluctuations, Montana's economy has a history of cyclic "boom and bust" periods. In the last two decades the economic base has diversified. The forestry and tourism industries have developed so their impacts are more equal to agriculture and mining in the economy. This, combined with the shift to employment in derivative industries, has had a positive effect on employment opportunities.

Until recently most of Montana's employment has been in industries which could be called "primary". These are mainly extractive industries which produce for export. Currently, employment is growing in "derivative" industries, which produce largely for local markets. Services are the best example of derivative industries. These shifts in the base of the state's economy have had a calming effect. Consequently, Montana's long run economic picture seems to be stabilizing. However, even though total employment is growing in Montana, jobs are not being created quickly enough to meet the needs of the growing work force.

Agriculture is perhaps, Montana's best known industry. Its future appears to hold continued change, with total employment at best unstable and possibly declining. Although the Montana State Employment Service expects agricultural employment to increase from 33,100 in 1970 to 33,500[1] by 1980, the Montana Economic Study predicted a decline by 1980 to 26,000 from 33,700 in 1968[2]. Certainly, average output per worker will continue to increase which will hold back job expansion across the industry. The seasonal nature of agricultural employment and relatively low wages should also be noted as weaknesses with regard to broad economic growth.

Mining presents a somewhat brighter economic view since the industry not only offers year around employment but some of the highest average earnings available in the state. Unfortunately, there have also been, inconsistent projections for growth in mining related employment. The Montana Economic Study projected a monthly average of 12,800 workers in 1980 compared to 11,800 in 1969[3], for all mining related industries. The more recent projections of the State Employment Service indicate a slight decrease in total mining employment is probable. Employment should increase in metal manufacturing employment but not enough to counter cutbacks in miners. The Montana Economic Study based its projections on the assumption new copper mining would start in the state during this decade. This development has been postponed and the probabilities of future development are likely.

1. Page 2, Montana Manpower, February 1973
2. Page 1.63, Part 2, Volume 1, Chapter 1, June 1970
3. Page 275, Part 2, Volume 1, Chapter 2

The expected growth of mining in the economic picture must be tempered by the increasing concern of Montanans with environmental degradation. Especially worrisome to many is the on-going and projected coal developments and the resultant power plants in southeastern Montana. It does not appear the coal fields will add greatly to employment in the state and consequently their value to expanded employment opportunity seems dubious. This development will need scrutinizing and thoughtful action if Montana is to reap any benefits in employment in return for the loss of its irreplaceable mineral assets.

The lumber and wood products industry represents 34% of all manufacturing in Montana. Over the past two decades this industry has had the most encouraging economic developments of the four major employment industries. It is the only major industry to match the national growth trends and, amazingly, has even been able to expand in Montana while the national industry has declined. This is largely due to improved technology and, the scourge of employment in agriculture and mining, increased output per worker.

Montana's forests were largely under-utilized before World War II because the cost of removing low quality trees, lodge poles for instance, was prohibitive. Consequently, forest products employment was low and the introduction of more machine oriented logging operations was able to raise overall employment. This employment, which pays acceptable wages and is beginning to stabilize into year around work, should continue to expand through 1980[4]. The Montana Economic Study projects a growth of 1,100 workers from 8,900 in 1968 to 10,000 in 1980.[5] However, the study warns of the possibility cyclic change may occur in the industry once it has reached optimum production and as demand per capita levels off.

Tourism may be the industry with the greatest potential for sustained growth in the state. The industry is also respectable with regard to its impact on the environment. However, there are some negative considerations to the development of tourism. One, this industry offers mainly low paying jobs to a state already below the national average per capita income which therefore will not be a strong contributor to the economy. Plus, tourism threatens to compound the problem of seasonal employment which is already a concern in agriculture and the wood products industry.

Overall, it appears Montana's economy can be expected to expand through 1980. This expansion will not be overwhelming. Employment should increase but probably not fast enough to provide jobs for the also increasing working force. The continuing shift from primary industries to derivative industries should result in the stabilization of the economy and help solve the seasonal employment problem. Environmental controversies are sure to continue and the compromises worked out in this area will probably have significant, but at this time, unknown, effects on total future employment.

4. Page I-1, Table 1
5. Page 3.71, Part 2, Volume 2, Chapter 3

II. DESCRIPTION OF DEMOGRAPHIC DATA

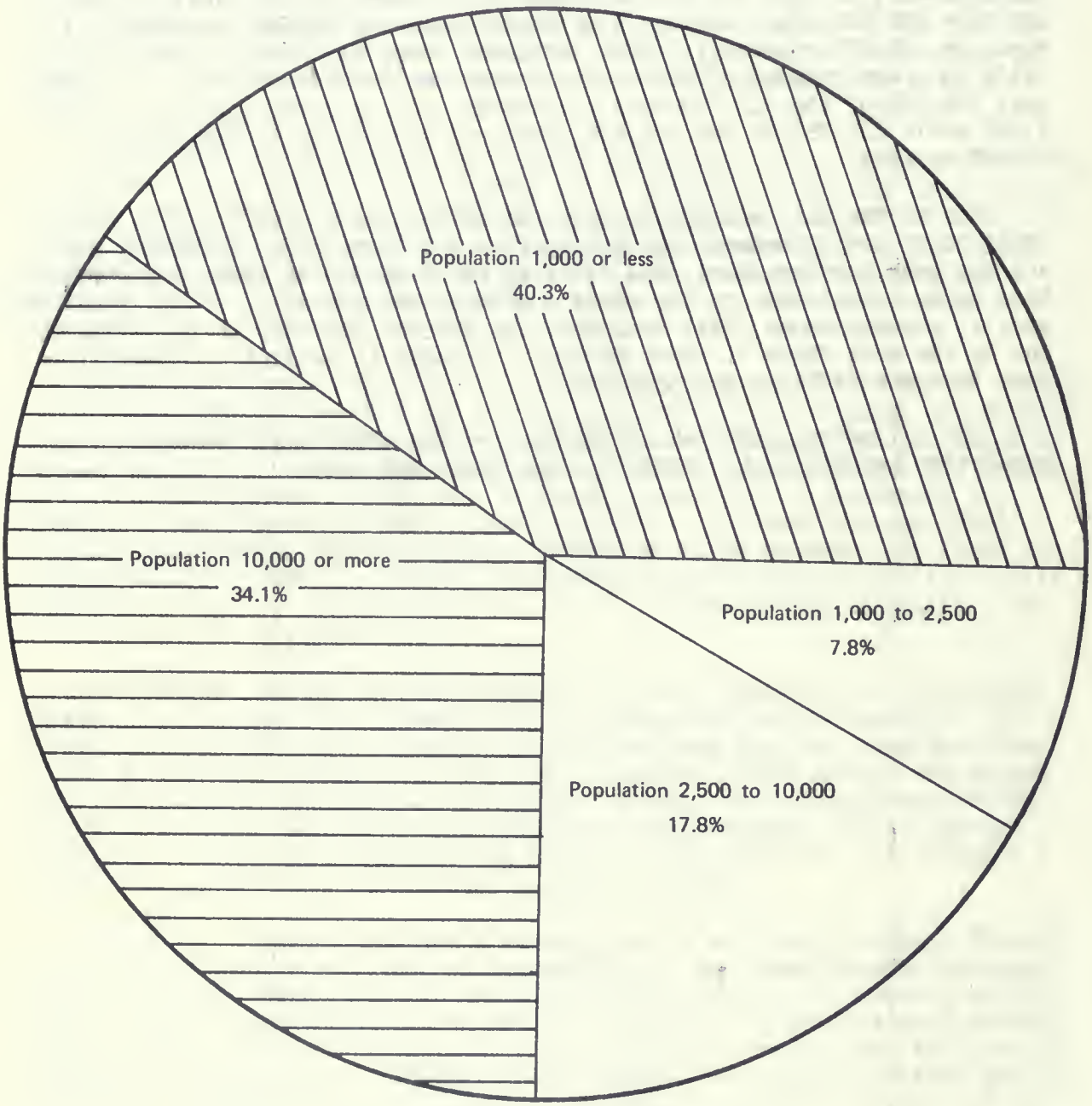
Montana is known as a rural state with a small population. The population remains small but an interesting split has developed between urban and rural residencies. In 1950 the census showed there were 332,990 rural residents and only 258,034 urban residents while the number of urban residents had risen to 370,676 residents. This indicates there has been a significant shift to urban residency but to gain proper perspective it should be noted that 280,003 of the 323,733 rural residents live in gatherings of less than 1,000 while 237,056 of the 370,676 urban residents live in gatherings of 10,000 or more.

One of the most noticeable facts about Montana's population is the shortage of people between age twenty-five and forty-five. Assuming these are the peak earning years, the salaries received during these years should be a major contributor to the state's economy and tax base. Since only 154,877 people, men and women, fall into this age bracket and many of the women are not in the work force it seems Montana's economy is primarily supported by less than one-fifth of her population.

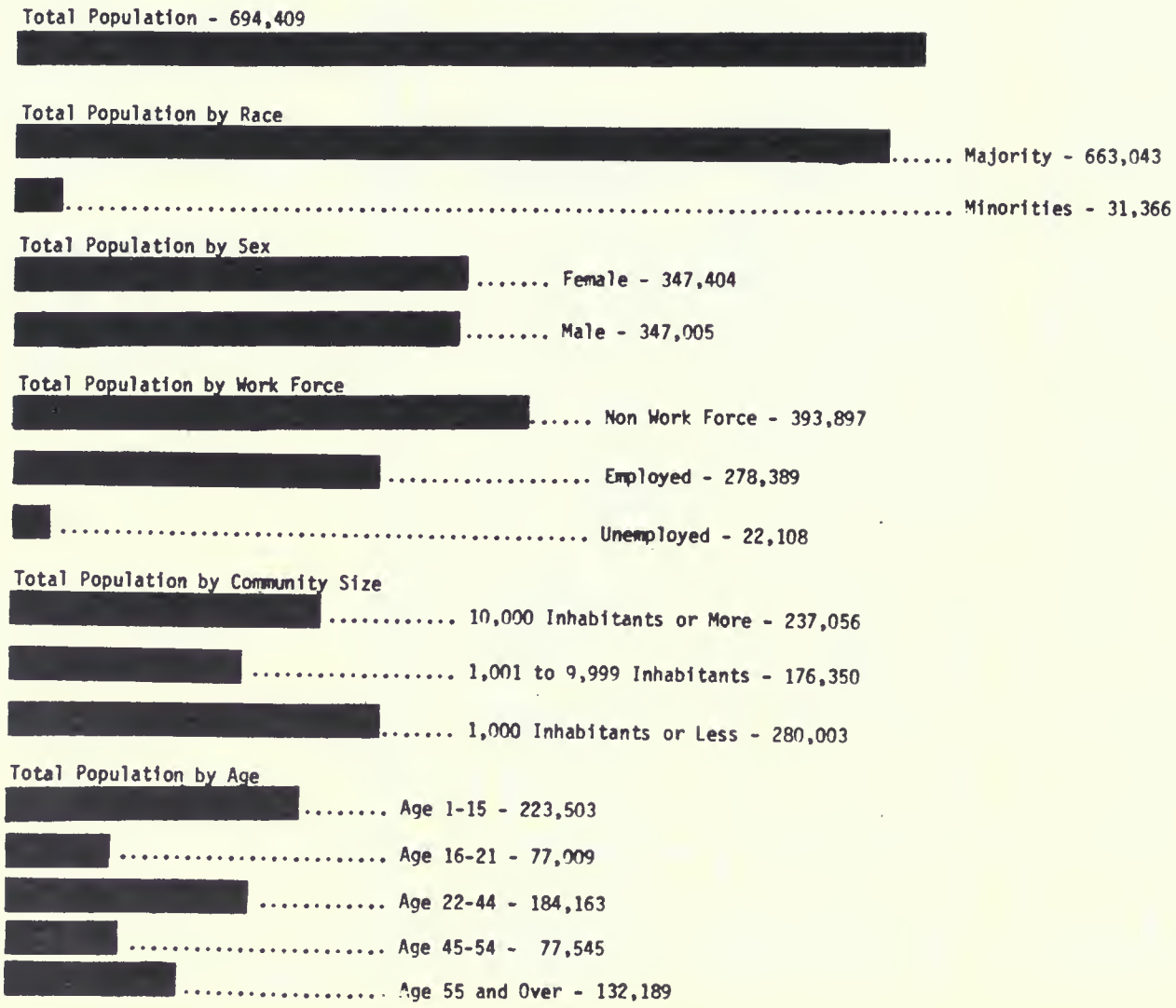
The following graphs should be scanned for additional information on population breakdowns by residency, age, sex, and race.

MONTANA POPULATION

URBAN VERSUS RURAL



DEMOGRAPHIC CHARACTERISTICS


Total Population - 694,409
Total Population by Race
Majority - 663,043
Minorities - 31,366
Total Population by Sex
Female - 347,404
Male - 347,005
Total Population by Work Force
Non Work Force - 393,897
Employed - 278,389
Unemployed - 22,108
Total Population by Community Size
10,000 Inhabitants or More - 237,056
1,001 to 9,999 Inhabitants - 176,350
1,000 Inhabitants or Less - 280,003
Total Population by Age
Age 1-15 - 223,503
Age 16-21 - 77,009
Age 22-44 - 184,163
Age 45-54 - 77,545
Age 55 and Over - 132,189

III. INCOME GROWTH

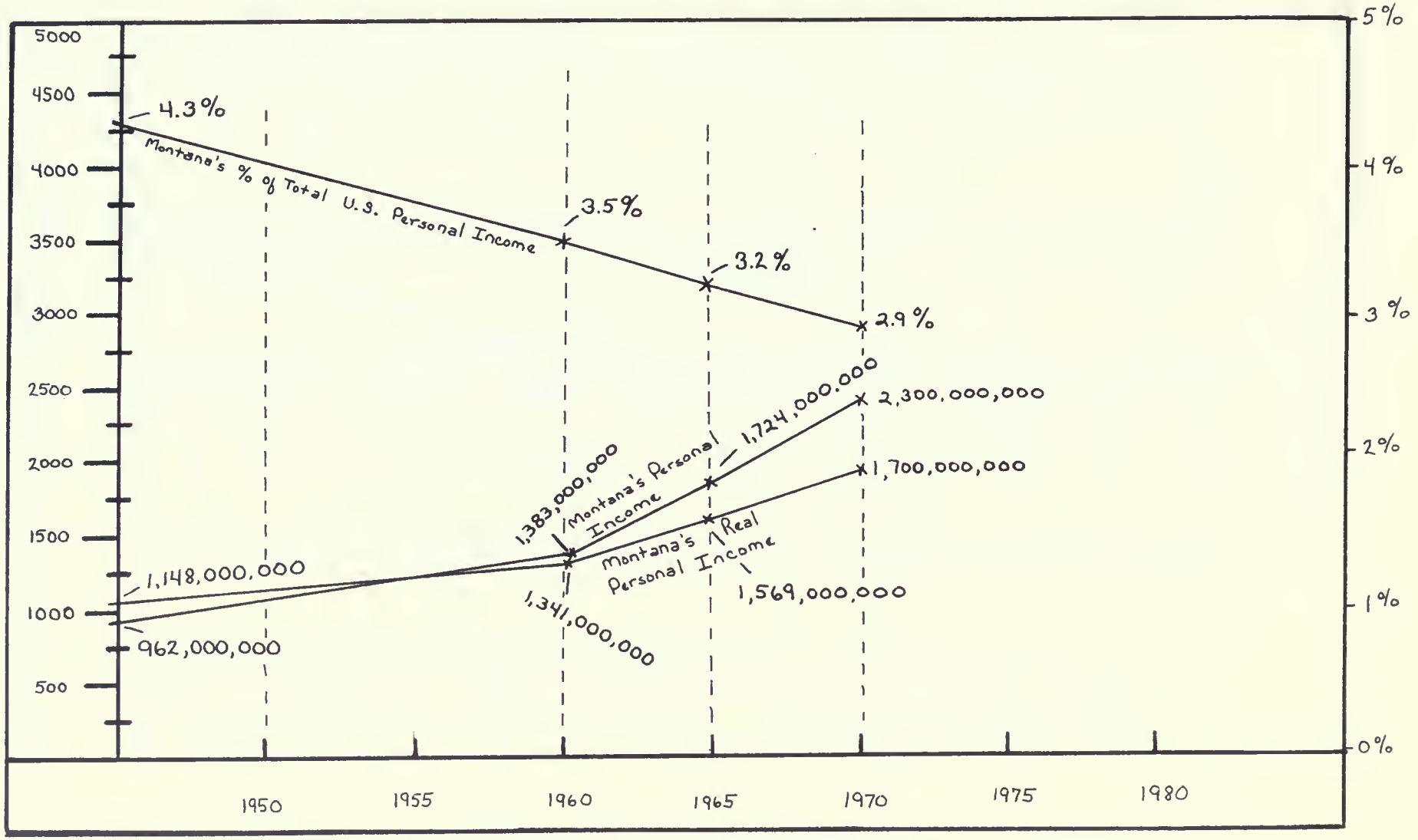
Measuring personal income is a common method of evaluating the strength of an economy. To be most effective as an evaluation method income growth should be considered over a reasonable length of time and in comparison to income growth in some related economy. For our purposes the total United States economy is probably best. The graphs on the following page plot income according to three definitions over a twenty year period. First, as Montana's personal income and as Montana's real personal income with an additional graph of Montana's percent of the total United States Income. Personal income can be defined as the total of all income to all Montanans in a given year. It is figured in current dollar value. As presented on the graph, personal income in Montana amounted to 2.3 billion dollars in 1970.

Real personal income is defined as the dollar value of Montana's personal income in some constant terms. On this graph the constant is the purchase value of a dollar in the 1957 to 1959 period. By graphing personal income with real personal income the amount of Montanan's income growth can be compared to the amount of growth in their ability to purchase. When the plotting of Montana's percentage of total United States income is added we can compare Montana's income growth to that of the nation. The first graph shows Montana's personal income is growing. However, Montana's purchasing ability is not growing equally and Montana is steadily receiving a smaller percentage of the national income.

The third definition of income, which is plotted on the second graph, is per capita income. This is simply the state's personal income (figured in currant dollar values) divided by the state's population. In this case Montana's per capita income growth over the past twenty years is plotted against the national average. It shows that in 1950 Montana's per capita income was above average, but it has been rising more slowly than the national average per capita income ever since.

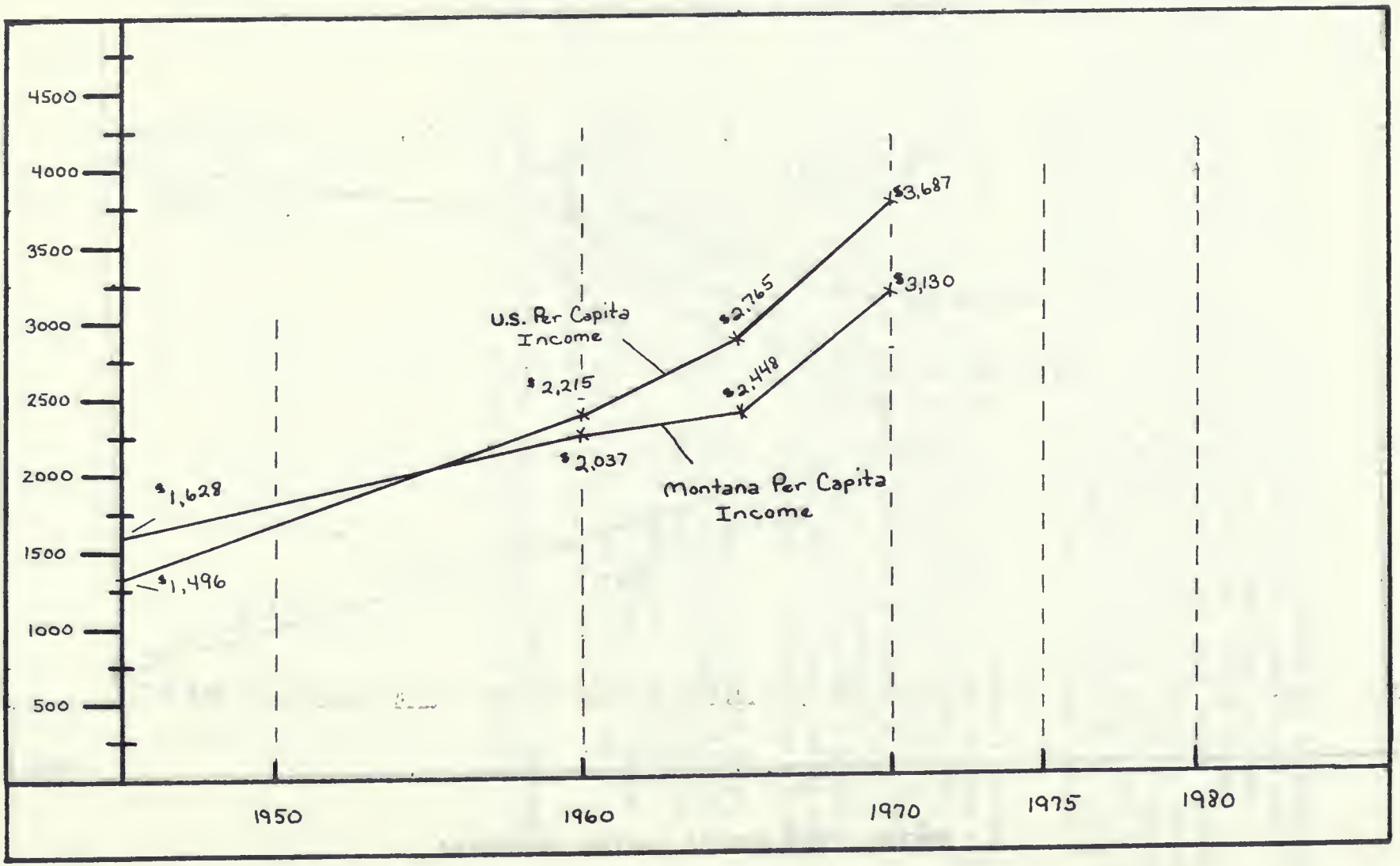
All of this information substantiates that, although Montana's economy is growing, this sluggish growth is not enough to maintain our present standard of living.

PERSONAL INCOME VERSUS REAL INCOME



SOURCE: Montana Data Book 2:1 - 2:13

MONTANA PER CAPITA INCOME



SOURCE: Montana Data Book 2:1 - 2:13

Per Capita Personal Income, by State
Ranked From High to Low
1950, 1960, and 1968

Rank	1950 State	1950 Income	1960 State	1960 Income	1968 State	1968 Income
1	Delaware	$2131	Nevada	$2856	Connecticut	$4256
2	Nevada	2019	Connecticut	2807	New York	4151
3	Connecticut	1875	Delaware	2757	Illinois	3981
4	New York	1873	New York	2746	California	3968
5	California	1852	California	2710	Nevada	3957
6	New Jersey	1834	New Jersey	2708	New Jersey	3954
7	Illinois	1825	Illinois	2650	Massachusetts	3835
8	Michigan	1700	Massachusetts	2459	Delaware	3795
9	Washington	1674	Washington	2349	Maryland	3742
10	Wyoming	1669	Maryland	2343	Washington	3688
11	Massachusetts	1633	Ohio	2334	Michigan	3675
12	MONTANA	1622	Michigan	2324	Rhode Island	3549
13	Ohio	1620	Colorado	2275	Ohio	3509
14	Oregon	1620	Wyoming	2263	Pennsylvania	3419
15	Rhode Island	1606	Pennsylvania	2242	Indiana	3412
16	Maryland	1602	Oregon	2235	Wisconsin	3363
17	Pennsylvania	1541	Rhode Island	2211	Minnesota	3341
18	Indiana	1512	Indiana	2188	Colorado	3340
19	Nebraska	1491	Wisconsin	2175	Oregon	3317
20	Colorado	1487	Kansas	2161	Kansas	3303
21	Iowa	1485	New Hampshire	2143	Iowa	3265
22	Wisconsin	1477	Minnesota	2116	New Hampshire	3259
23	Kansas	1443	Missouri	2115	Missouri	3257
24	Missouri	1431	Nebraska	2110	Nebraska	3239
25	Minnesota	1410	MONTANA	2037	Florida	3191
26	Texas	1349	Arizona	2032	Wyoming	3190
27	Arizona	1331	Iowa	1986	Vermont	3072
28	New Hampshire	1323	Utah	1968	Virginia	3068
29	Utah	1309	Florida	1950	Texas	3029
30	Idaho	1295	Texas	1925	Arizona	3027
31	Florida	1281	New Mexico	1890	MONTANA	2930
32	North Dakota	1263	Oklahoma	1861	Oklahoma	2880
33	South Dakota	1243	Idaho	1849	South Dakota	2876
34	Virginia	1228	Maine	1844	Maine	2824
35	Maine	1185	Vermont	1841	Utah	2790
36	New Mexico	1177	Virginia	1841	Georgia	2781
37	Oklahoma	1143	South Dakota	1782	North Dakota	2730
38	Vermont	1121	North Dakota	1715	Idaho	2668
39	Louisiana	1120	Louisiana	1655	North Carolina	2664
40	West Virginia	1065	Georgia	1639	New Mexico	2651
41	North Carolina	1037	West Virginia	1594	Kentucky	2645
42	Georgia	1034	Kentucky	1574	Louisiana	2634
43	Tennessee	994	North Carolina	1561	Tennessee	2579
44	Kentucky	981	Tennessee	1543	West Virginia	2470
45	South Carolina	893	Alabama	1488	South Carolina	2380
46	Alabama	880	South Carolina	1377	Alabama	2337
47	Arkansas	825	Arkansas	1372	Arkansas	2322
48	Mississippi	755	Mississippi	1205	Mississippi	2081

Source: Montana Economic Study, Volume 2, Chapters 2-4,3.25

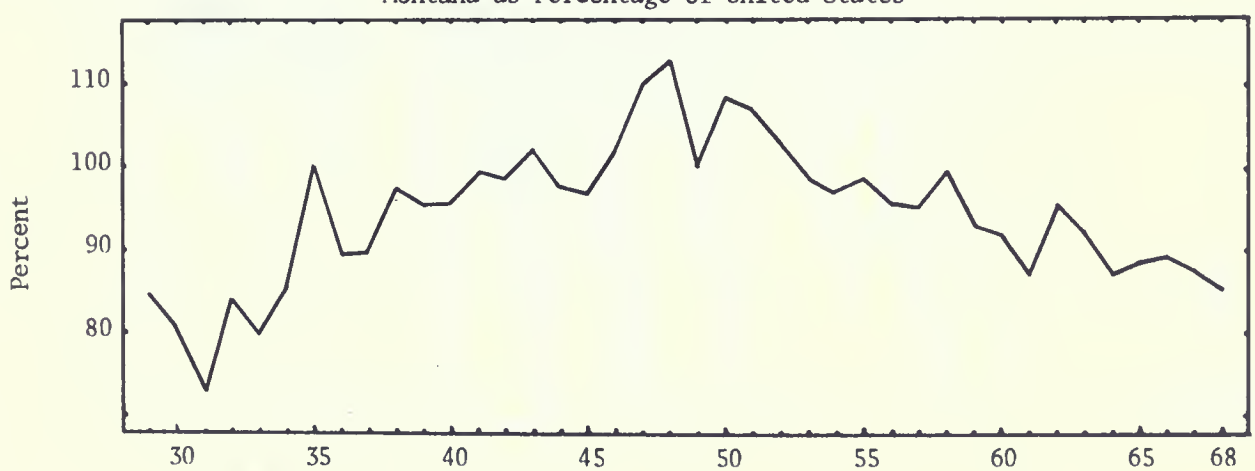
Percentage Change in Per Capita Personal Income
Ranked From High to Low
1950-1968

Rank	State	Percentage Change
1	Arkansas	181.5
2	Mississippi	175.6
3	Vermont	174.0
4	Kentucky	169.6
5	Georgia	169.0
6	South Carolina	166.5
7	Alabama	165.6
8	Tennessee	159.5
9	North Carolina	156.9
10	Oklahoma	152.0
11	Virginia	149.8
12	Florida	149.1
13	New Hampshire	146.3
14	Maine	138.3
15	Minnesota	137.0
16	Louisiana	135.2
17	Massachusetts	134.8
18	Maryland	133.6
19	West Virginia	131.9
20	South Dakota	131.4
21	Kansas	128.9
22	Wisconsin	127.7
23	Missouri	127.6
24	Arizona	127.4
25	Connecticut	127.0
26	Indiana	125.7
27	New Mexico	125.2
28	Colorado	124.6
29	Texas	124.5
30	Pennsylvania	121.9
31	New York	121.6
32	Rhode Island	121.0
33	Washington	120.3
34	Iowa	119.9
35	Illinois	118.1
36	Nebraska	117.2
37	Ohio	116.6
38	Michigan	116.2
39	North Dakota	116.2
40	New Jersey	115.6
41	California	114.3
42	Utah	113.1
43	Idaho	106.0
44	Oregon	104.8
45	Nevada	96.0
46	Wyoming	91.1
47	MONTANA	80.6
48	Delaware	78.1

Source: Montana Economic Study, Volume 2, Chapters 2-4,3.3

Per Capita Personal Income
Montana and United States
1929-1968

Montana as Percentage of United States



Source: Montana Economic Study, Volume 2, Chapter 2-4,3.12

Note: United States data includes Alaska and Hawaii from 1960 to 1968.

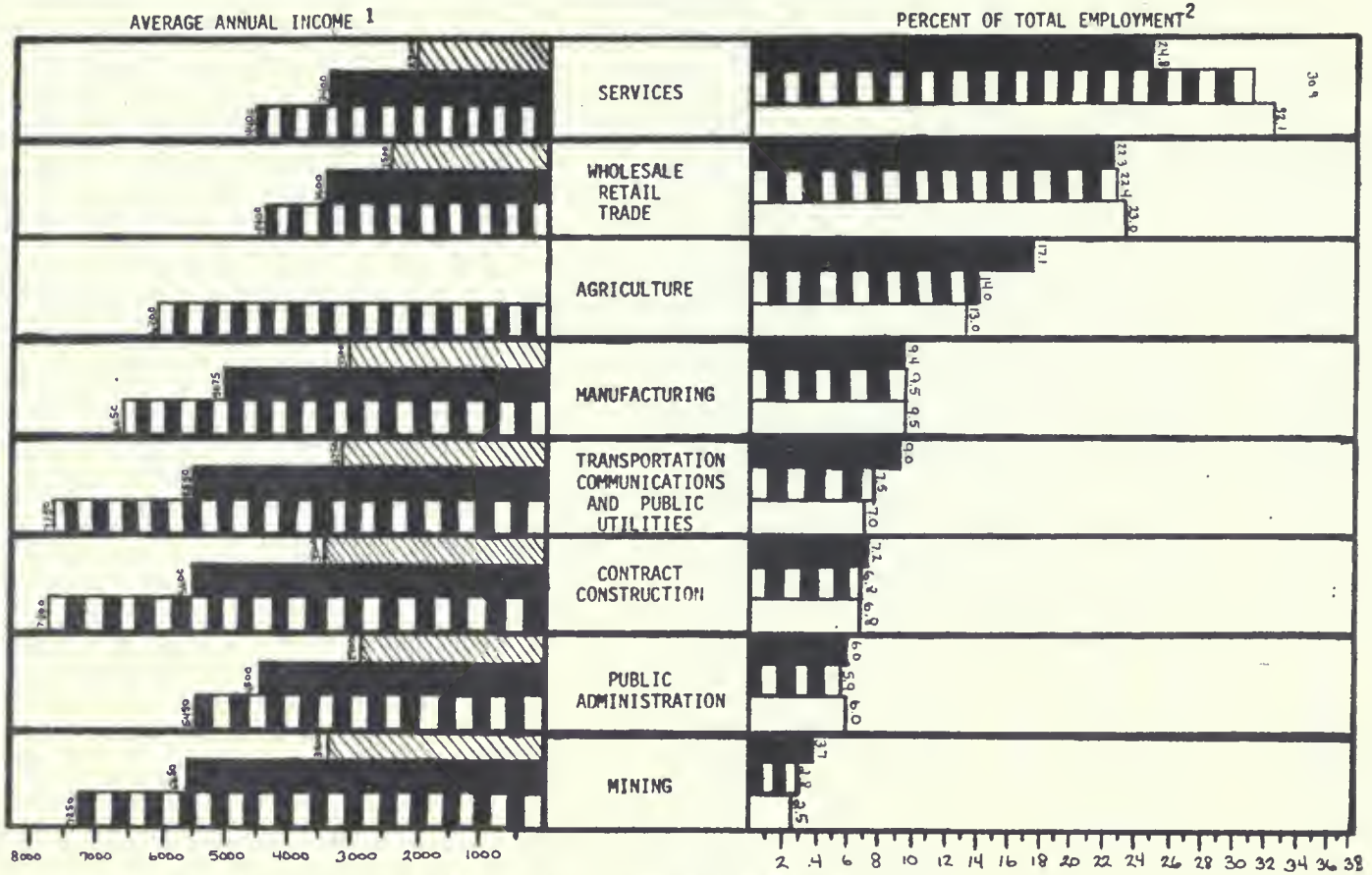
IV. WORK FORCE DATA

While studying work force data the major frustrations of manpower planning became evident. For instance, the Montana Economic Study notes and laments the loss of large numbers of college graduates, our most talented workers. However, in their conclusions and projections on employment and income the study infers the only reason Montana's per capita income will show reasonable growth is that workers will be more and more encouraged to leave the state. In other words, additional slow ups in population growth, not growth in personal income, will make our per capita income appear healthy. Obviously, our tax base and future ability to attract industry depend somewhat on an available work force. Evidently Montana will continue to be caught in this circle of continuing loss. To complicate the problem, the most acceptable types of industries to environmentalists would probably not have enough management positions to hold any substantial number of the college graduates we are now losing.

A quick glance at the following employment graphs show total employment is highest in the industries with the lowest and slowest growing annual incomes. If we want trained workers to have a good chance of reaching unsubsidized employment they should be trained for placement in specific job openings. Probabilities indicate these openings would occur in industries with high employment levels, but these industries also offer the lowest return to the worker. Hopefully, we can assume the recent growth of employment in these industries will demand more equitable return to the worker but this may then result in a decrease in the industries total employment. This presents the possibilities for another cycle of continued loss.

The current and projected work force and employment data, presented on the second graph, is worth noting. This projected decrease in unemployment seems somewhat out of line with reality when current statistics are compared to the projection. Although Montana Manpower states unemployment was 6.7 percent in 1970 and will decrease to 6.0 percent in 1975, Montana's unemployment rate for 1972 was 7.4 percent according to the Employment Service's current Plan of Service. In other words, it seems unemployment is rising at least in the short run, although projections for 1975 and 1980 call for a decline.

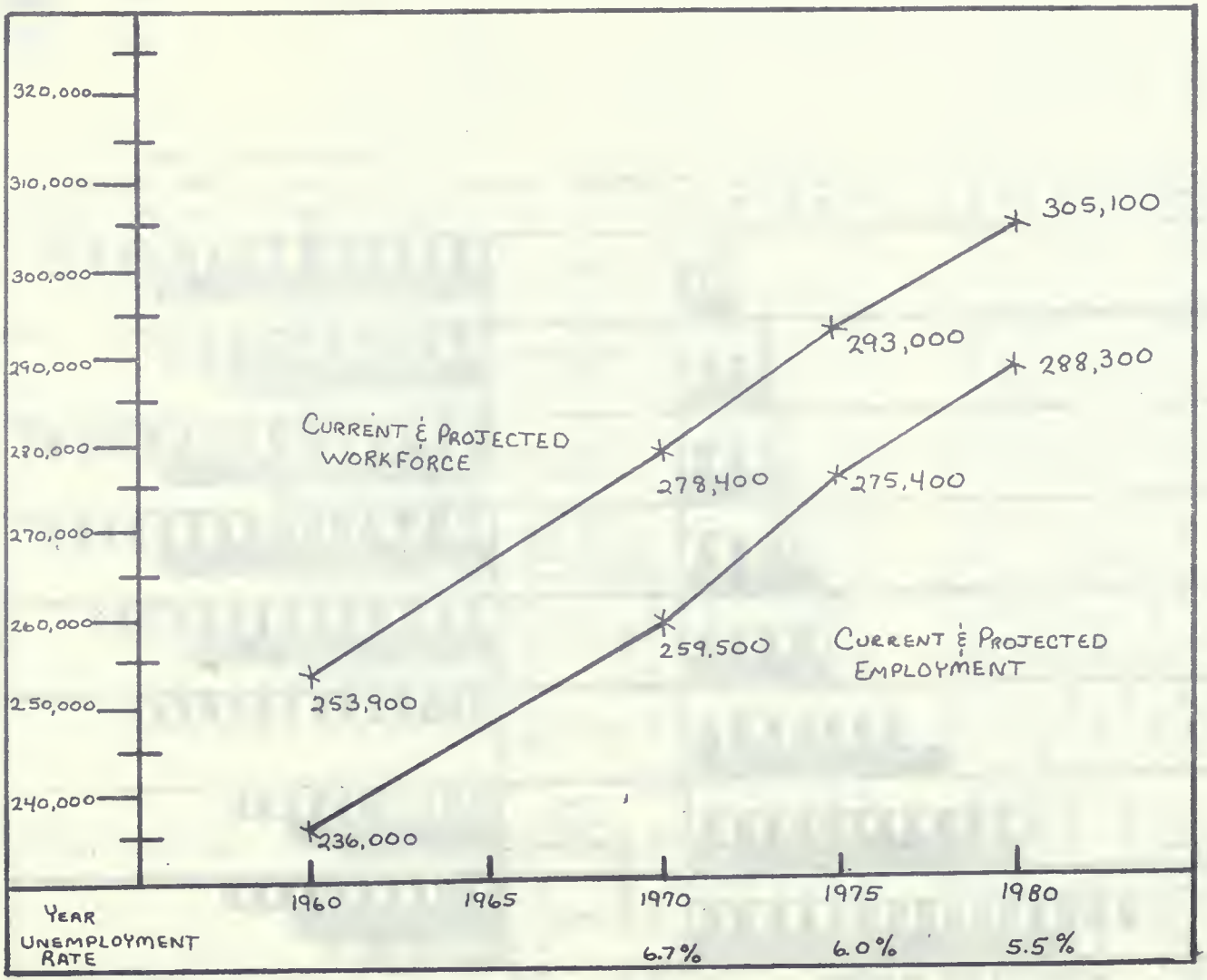
MAJOR INDUSTRY DIVISIONS


AVERAGE ANNUAL INCOME 1
PERCENT OF TOTAL EMPLOYMENT 2
SERVICES
WHOLESALE RETAIL TRADE
AGRICULTURE
MANUFACTURING
TRANSPORTATION COMMUNICATIONS AND PUBLIC UTILITIES
CONTRACT CONSTRUCTION
PUBLIC ADMINISTRATION
MINING
8000 7000 6000 5000 4000 3000 2000 1000
2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38

1. Figure 3:9, page 3.39, Part I, volume II, Chart #3, Montana Economic Study, 1970
2. Graph #1, Page 5, Montana Manpower, 1973

1950
1960
1970
1980

WORK FORCE EMPLOYMENT



SOURCE: Montana Manpower: Montana State Employment Service

V. OCCUPATIONAL SURPLUSES AND SHORTAGES

When considering which occupational fields offer the best possibilities for training and future job placement the following statistics must be considered:

1. The annual average income in the occupation;

2. The annual average number and percentage of new job openings in the occupation;

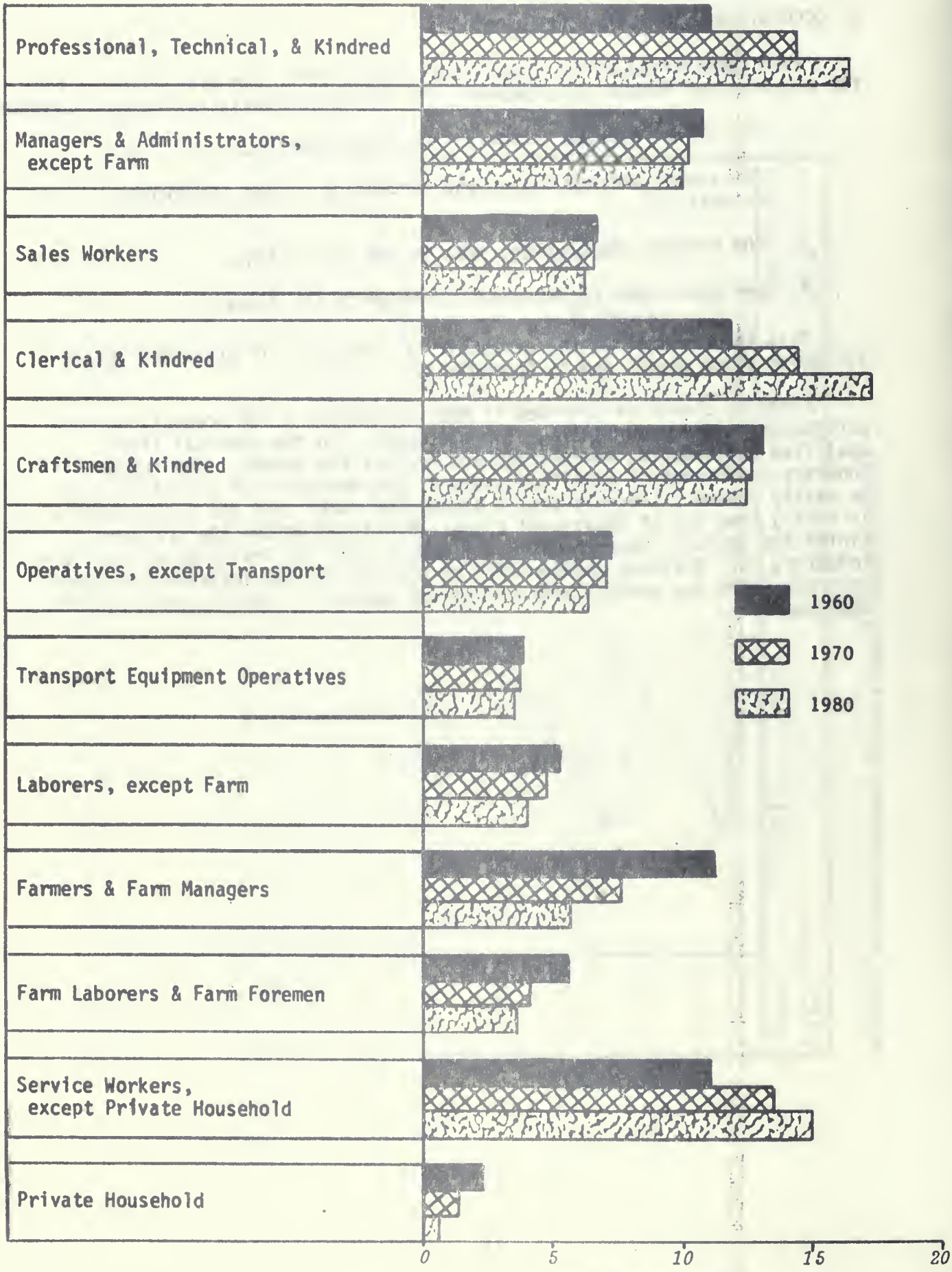
3. The present unemployment rate in the occupation;

4. The percentage of personnel turnover in the industry.

This information, to the extent it is available, is presented on the following three graphs and in Appendix II.

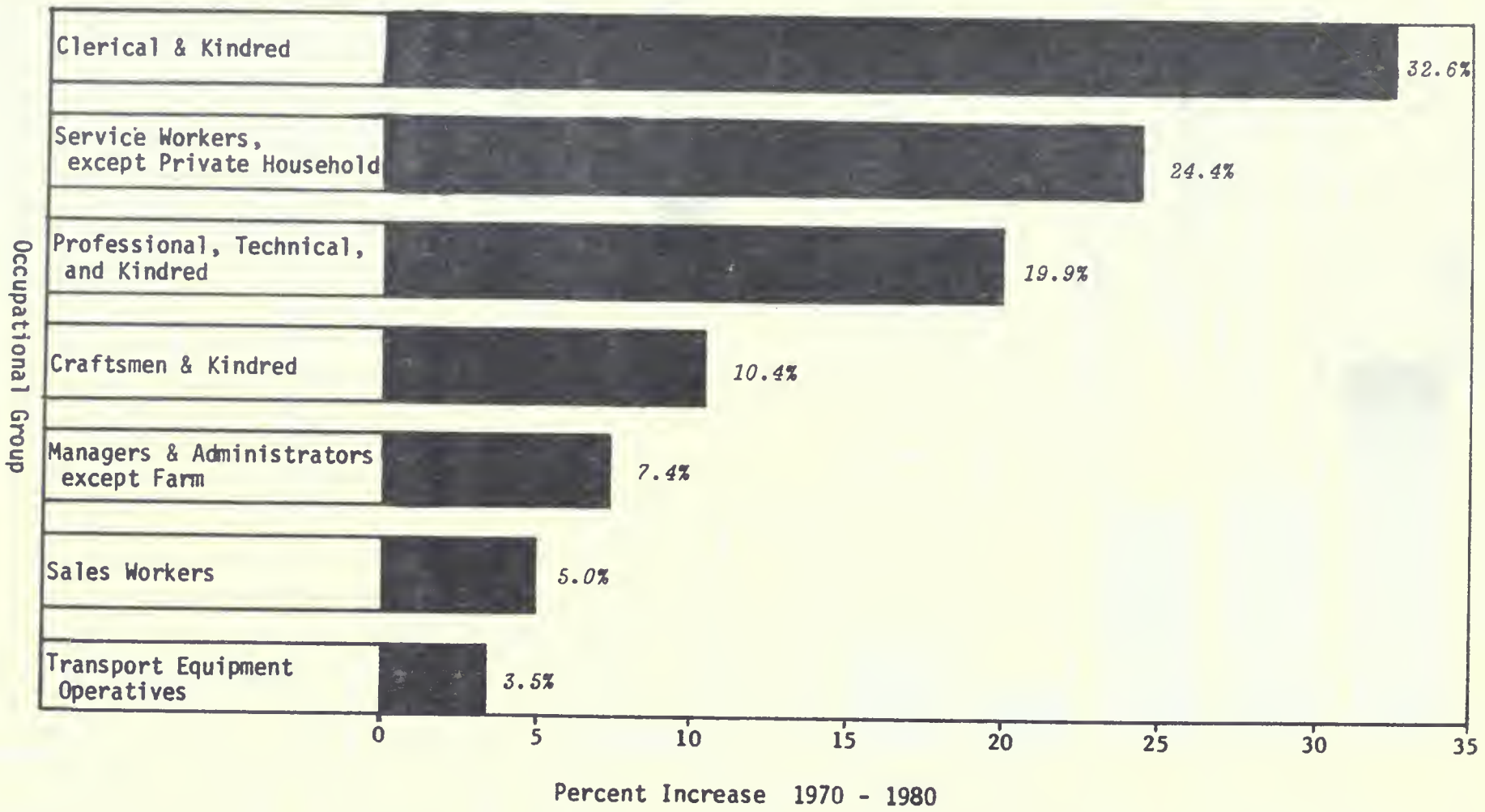
Training should be provided in many fields but a few occupations show particularly good opportunities for placement. In the clerical field qualified bookkeepers, secretaries and typists are needed. The lumber industry is in need of qualified sawyers, and mechanics of all kinds could be easily placed. There is such a demand for cooks that the food industry is hiring them out of vocational education classes before the trainees finish the course. Recent indicators show a need for training in the mining industry. All training courses will be designed by the individual program sponsors, with the overall goal of placing people in pleasing and permanent employment.

MAJOR OCCUPATIONAL GROUPS AS A PERCENT OF TOTAL EMPLOYMENT
MONTANA - 1960, 1970, & 1980



MONTANA INCREASE IN EMPLOYMENT BY SELECTED OCCUPATIONAL GROUPS

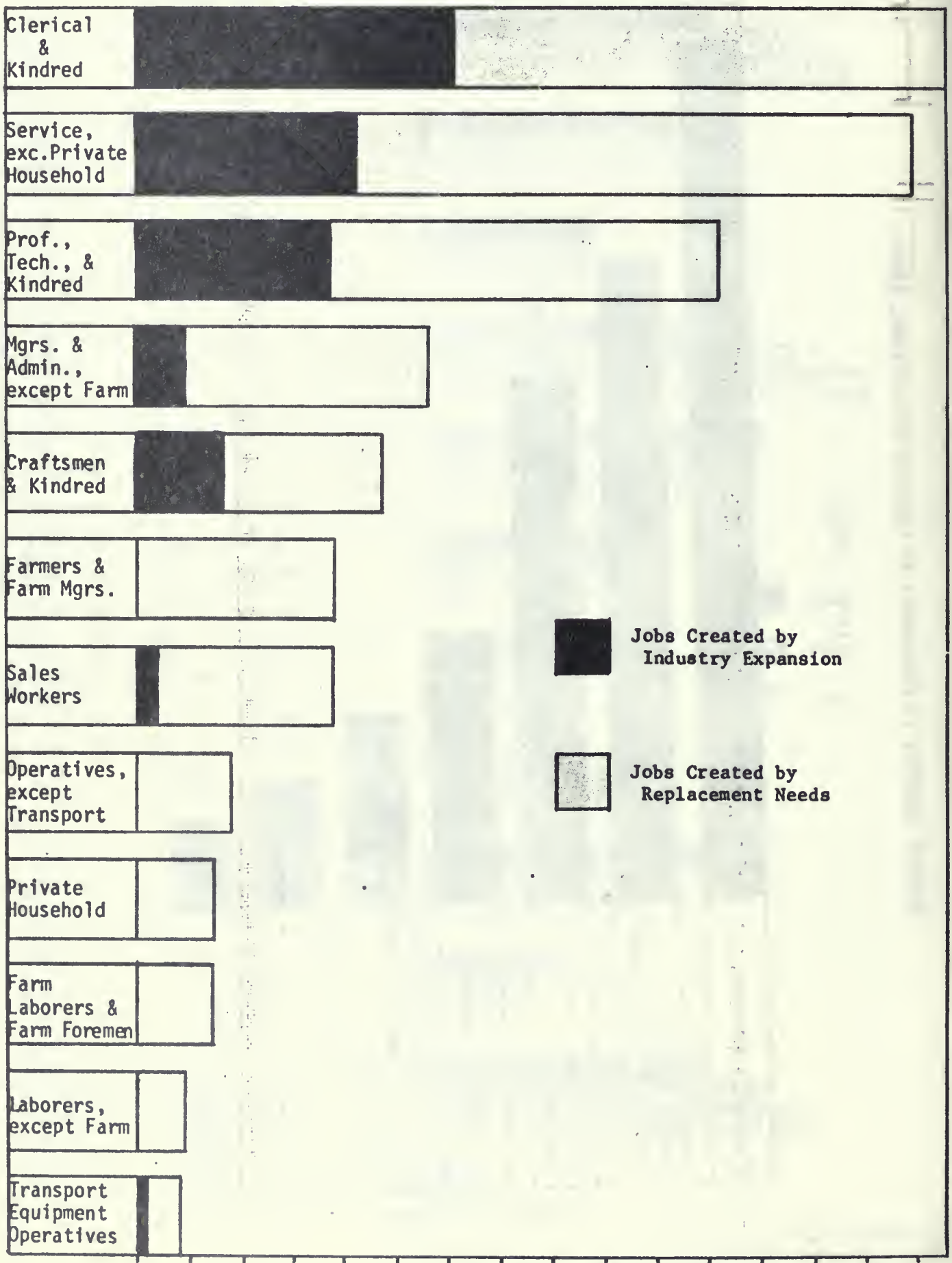
1970 - 1980[1/]



1/ *Laborers (except Farm), Farmers & Farm Managers, and Private Household Workers are not included as these groups show a decline from 1970 - 1980. Operatives (except Transport) and Farm Laborers & Farm Foremen also were not included since these groups show a change of less than .5 percent and hence regarded as stable from 1970 - 1980.*

MONTANA JOB OPPORTUNITIES BY MAJOR OCCUPATIONAL GROUPS

1970 - 1980


Clerical & Kindred
Service, exc.Private Household
Prof., Tech., & Kindred
Mgrs. & Admin., except Farm
Craftsmen & Kindred
Farmers & Farm Mgrs.
Sales Workers
Operatives, except Transport
Private Household
Farm Laborers & Farm Foremen
Laborers, except Farm
Transport Equipment Operatives
Occupational Group
Jobs Created by Industry Expansion
Jobs Created by Replacement Needs
0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

SELECTED OCCUPATIONS, BY OCCUPATIONAL GROUP
having
Average Annual Openings of 100 or More

Occupation	Average Annual Openings
Professional, Technical & Kindred Workers	
Accountants	140
Registered nurses	250
Elementary school teachers	420
Secondary school teachers	180
Managers & Administrators, except Farm	
Restaurant, cafeteria and bar managers	140
Sales Workers	
Sales representatives, wholesale trade	100
Sales clerks, retail trade	400
Clerical & Kindred Workers	
Bookkeepers	410
Cashiers	160
Counter clerks, except food	150
Office machine operators	130
Receptionists	130
Secretaries	900
Typists	250
Not specified clerical workers	130
Craftsmen & Kindred Workers	
Mechanics & repairmen	380
Automobile mechanics	150
Operatives, except Transport	
Miscellaneous machine operatives	100
Farmers & Farm Managers	
Farm managers	170
Farm Laborers	
Farm laborers, wage workers	220
Service Workers, except Private Household	
Chambermaids & maids, except private household	150
Cleaners & charwomen	130
Janitors & sextons	350
Bartenders	130
Cooks, except private households	360
Waiters & waitresses	500
Nursing aides, orderlies, attendants	390
Child care workers, except private household	130
Hairdressers & cosmetologists	200
Private Household Workers	
Child care workers, private household	180
Maids & servants, private household	100

MONTANA UNEMPLOYMENT RATES BY OCCUPATIONAL GROUP

1960 and 1970

Occupational Group	Percent Unemployed 1960	Percent Unemployed 1970
Professional, Technical & Kindred	1.8	2.2
Managers & Administrators, except Farm	1.5	1.6
Sales Workers	5.1	4.0
Clerical & Kindred	4.6	4.9
Craftsmen & Kindred	7.5	6.7
Operatives, except Transport	10.0	8.4
Transport Equipment Operatives	10.7	9.4
Laborers, except Farm	19.3	16.0
Farmers & Farm Managers	.5	.5
Farm Laborers & Farm Foremen	8.5	8.4
Service Workers, except Private Household	8.7	7.6
Private Household	9.8	8.7

SOURCE: 1970 Census of Population.

RECOMMENDATIONS

RECOMMENDATIONS

I. MANPOWER POLICY & PRIORITIES (Including Area Priorities)

A. Manpower Policy

The complex nature of Montana's Manpower problems demands consideration of the State's present and future economic situation and employment trends. The proper assessments of these economic developments will open meaningful employment opportunities to many Montanans. However, even solving the economic problems of environmental balance, raising per capita income, and creating more jobs will not guarantee that manpower problems will be solved. Achievement of this goal will require that individuals be trained and matched with stable employment opportunities. Thus, attempts must be made to create new jobs, to train people for these and existing jobs, and to create a social environment which demands equal opportunity for all. It is the policy of the State of Montana to continue creating a social and economic situation which will allow all our citizens to obtain the employment needed to provide a reasonable standard of living, while making the best use of their abilities.

B. Priorities

1. Target Group Priorities

To determine Montana's Manpower Service Policy the State Council took into consideration the full availability and balance of programs, resources, target group participation, and geographical areas. The Council is determined that there will be no discrimination because of sex, race, or religion, and that the following groups will be served in this priority.

a. Veterans - Viet Nam Era

In the last two Montana Manpower Plans veterans have been given either high or "special" priority. The resulting efforts seem to have helped the group's overall employment situation some. However, the Employment Service reports there are still many veterans, of the Viet Nam era, out of work. This is substantiated by statistics which indicate there are 100,000 total veterans in Montana with a labor force of 85,701. Within this labor force 7,301 persons or eight and one-half percent are unemployed. When the Viet Nam era veterans are considered alone the seriousness of their situation becomes evident. Out of 21,000 total Viet Nam era veterans 17,043 are in the work force, and 3,103 or seventeen percent are unemployed.[1] Continued priority in job placement and training programs should lower this unemployment rate.

1. Statistics compiled by State Veteran Employment Representative for Veteran Employment Service, U.S. Department of Labor

b. Poor/Disadvantaged (including welfare)

Just the heading poor/disadvantaged indicates the need of manpower services, and again statistics point to the need. 106,655 people in Montana are considered poor with 34,747 of these people in the work force and 3,314 or ten percent unemployed.[2] The placement of these people in stable employment is crucial to our goal of allowing every Montanan to obtain a reasonable standard of living. As a group they are likely to need, and efforts will be made to provide, not only job skills but follow-up and supportive services guarantee they can take advantage of new employment opportunities. Within the total disadvantaged group are people who work full time but still have low incomes. Sixty-eight percent of 19,980 of the 29,001 under employed or underutilized fall into this category.[3] This seems to reflect a serious need for upgrading through training. It is the consensus of opinion that special emphasis must be given to placement of heads of households.

c. Youth

Young people continue to have peculiar problems in obtaining employment. Their lack of experience and training present employment problems which are complicated by the unique requirements on employers who hire youth. They also lack experience in how to find a job. Statistics indicate that out of 77,025 youth 16 to 21, 33,516 are in the labor force and 5,160 or fifteen percent are unemployed.[4] This should give some indication that many youth desire summer employment. Training should be provided on how to compete in the job market. Once this is accomplished the major need is placement in temporary employment. The restrictions on funding for the summer youth employment means these problems combine to place young people high on the list of those needing manpower services. Funding will be specified for support of the NYC Summer program in an attempt to meet these needs.

d. Minorities

Montana has a major responsibility to its minority population. There are only 31,366 [5] people of minority races in the state but proportionately their problems are enormous. For example, on reservations there are 26,377 indians with a work force of 6,894 and 2,646 unemployed. This means the unemployment rate for Indians on reservations is forty percent.[6] Estimates for the off-reservation population run just as high. It must be noted that there are manpower programs serving only Indians outside of the state manpower structure. To some degree this offsets the strong needs of minorities and results in higher priorities for other groups. Special attention will be given to employer attitude problems in an attempt to guarantee equal employment opportunity.

2. Montana Employment Service Statistics
3. Montana Employment Service Statistics
4. 1970 Census Data
5. 1970 Census Data
6. Division of Planning and Economic Development, Department of Intergovernmental Relations

e. Other Special Problem Groups

Older Worker
Handicapped
Dropouts
Offender

These and other groups have consistently had problems in finding employment. One of the biggest obstacles to the placement of people in all these groups in employer attitude. Thus, an extra effort may be needed with the average employer before these people can be placed. In many cases job skills may need to be developed, and follow-up and supportive services provided, if the individual is to find permanent employment with a reasonable salary.

2. Occupational/Industrial Areas to be Emphasized

Training will be emphasized in certain industrial and occupational areas. The development of the tourism industry and the steady growth in the wood products industry will open good opportunities for employment. The coal fields of southeastern Montana may also absorb some workers. Plans for steam generating plants and a gasification plant in this area could provide a market for both highly skilled and some unskilled workers for both the construction and operation of these plants. It is impossible, however, to predict at this time how many workers could be employed on these projects. At a minimum, these developments should be monitored for possible training needs and employment opportunities.

An Agri-business survey of projected employment needs over the next three years conducted by the Montana State University Department of Agricultural Education in cooperation with the Office of State Superintendent of Public Instruction points up the need for specific manpower training programs in the fields of agricultural equipment operation and maintenance. It is further recommended that this be divided into two sections; general overhaul including welding, and operation and field maintenance. Employees thus trained could be utilized in either ag mechanics or supply/services jobs.

Two other employment fields which need to be monitored for future changes in demand are the environmental quality field and the government services field. In the environmental field people may be needed to work with solid waste, recycling, reclamation, or sewage treatment plants. All levels of trained and untrained workers may be needed and consideration should be given to recruitment, training, and placement of local people at every level.

Changes in employment demand for governmental workers will be influenced by the national administration's emphasis on local control of spending. Whether this will increase or decrease employment is not clear but the field must be monitored in either case. Hopefully, more local employment will result so training and recruitment would fill the need. However, consideration must be given to retraining and job creation should the employment level fall off.

The lack of adequate rural health facilities, particularly in sparsely populated eastern Montana, makes it important to monitor the health field. Recent studies indicate there may be more need for paramedics and other health care personnel to complement the inadequate number of medical doctors in small rural towns.

Several occupations show a need for trained workers. Training should supply cooks, waitresses, and waiters in the food service industry, while sawyers and log truck drivers should be trained for the wood products industry. The clerical field shows a significant demand for qualified bookkeepers, secretaries, and typists. There is, also, a significant demand for mechanics especially non-auto mechanics. Due to possible expansion the metals mining industry must be monitored for training and placement opportunities.

3. Manpower Service Priorities

a. Training

Montana's first priority for manpower funding in FY1974 is training. There will be an increased effort to balance occupational and living skills in the training programs. Special efforts to emphasize trainee counseling, support services (e.g. day care, transportation), and follow-up (e.g. employer counseling), as well as technical training should increase the ability of trainees to retain permanent employment, instead of remaining unemployed or frequently changing jobs. There will also be a serious attempt to match the unemployed with either existing jobs or the training required for qualification in hard to fill vacancies.

b. Job Creation

Job creation is the second priority manpower need for the state. Traditionally, this is not a manpower program activity but it is crucial to manpower planning and attempts to lower the unemployment rates. Consequently, some attempts will be made to influence job creation and job availability in both the public and private sector. Re-defining job qualifications and reducing hours per worker offer possibilities for increasing placement opportunities. Subsidized employment and tax credits may expand employer incentive to hire those in need of manpower services.

c. Coordination

The third priority for manpower emphasis this year will be better coordination of manpower programs to eliminate duplication of efforts. This will require closer cooperation with the economic development effort within Montana. More technical assistance to area boards is also needed, if they are expected to develop comprehensive manpower plans. Finally, the existing manpower programs should be closely evaluated during the coming year. This would allow the Manpower Council to make more accurate judgements on which programs are effective and should be continued or expanded. If these goals are accomplished manpower planning would be even more effective in future years.

A specific example of the concern for coordination of manpower programs and planning is the following statement submitted by the Area V Board.

"It is strongly recommended that the State Manpower Planning Council include in their plan the concern of the Area V Board regarding fragmentation of programs and services by designating program agents or program operators based on political boundaries. The Yellowstone County SMSA, if designated and funded to operate its own programs, would deny to all the surrounding rural counties the many benefits of the central city such as skill training, job placement and virtually all established supportive services. This Manpower Board strongly urges manpower planning be area and statewide to avoid costly duplication of services."

4. Area Manpower Board Priorities *

AREA	MANPOWER PRIORITIES	TARGET GROUP PRIORITIES
I	Training Economic/Job Development (Private) Subsidized Employment (Public)	Veterans Disadvantaged Youth
II	Training Job Development	Veterans Disadvantaged with emphasis on head of household Youth/Older
III	Training Job Development Coordination of Programs	Disadvantaged & Minorities Youth Handicapped
IV	Economic Development Public Service Employment Training	Head of Household Veterans Disadvantaged Youth
V	Training Coordination & Centralization Supportive Services	Veterans-Viet Nam Welfare Minorities Youth
VI	Training (on-the-job) Youth Programs Training (Institutional)	Disadvantaged/Welfare Youth Veteran Minorities

* The Areas are defined in Appendix III page 77.

FORMAT # 1

SUMMARY OF FY 1974 NON-DOL RECOMMENDATIONS

STATE, MONTANA				CAMPS AREA: STATEWIDE		
CONTRACTING AGENCY	PROGRAM NAME AND CURRENT SPONSOR	AGENCIES AFFECTED	CURRENT CONTRACT PERIOD	BUDGET FOR CURRENT PERIOD	REC. NEW PROGRAM FUNDING FY'74	DESCRIPTION OF RECOMMENDATION
I. FEDERAL AGENCIES						
A. HEW (Discretionary only)	Green Thumb Nat'l Farmers Union (DOL) (Nat'l)	NA	8-1-72 thru 7-31-73	248,811.00	228,075.00	Funding for 11 Month period to maintain present program level (both work relief and OJT Thru FY 74
B. CSC						
C. Dept. Agric.						
D. EPA						
E. HUD	A F of L-CIO Carpenters Local DOL-Nat'l	NA	3-17-72 3-16-74	2,570,000.00	37,479.16	Funding Same level thru FY 74
II. STATE AGENCIES:						
A. DPW						
B. ABE						
C. Voc-Ed	Department of Public Instr.	NA	NA	5,154,551.00	5,154,551.00	No Change
D. Voc-Rehab.	Social Services	NA	NA	1,800,000.00	1,800,000.00	No Change
III. LOCAL AGENCIES						
A. CITY of _____						
B. CAA						
C. Cmty College						
IV. PRIVATE NON-PROFIT						
TOTAL ALL PROGRAMS						

NARRATIVE SUPPORT FOR NON-DOL RECOMMENDATIONS

GREEN THUMB

This program has been of inestimable worth as a solid Older American work project and should continue to be fully funded.

AFL-CIO CARPENTERS LOCAL WORK TRAINING

An excellent vehicle for allowing disadvantaged to enter skilled occupations which might otherwise be closed to them due to lack of open training opportunities. Full funding is heartily endorsed.

VOCATIONAL EDUCATION (VO-ED)

Changes in work methods have required that pre-job training be given to persons seeking jobs in many specialized occupations. Such training is currently available only through this type of educational program. Funding for Fiscal Year 1974 is urged, at least, at the Fiscal Year 1973 level.

VOCATIONAL REHABILITATION (VO-REHAB)

This program must be continued in order to assure that handicapped persons receive top rate assistance in training, counseling, and job placement. Recommend funding at Fiscal Year 1973 level as a minimum.

CAMPS Format No. 2

CAMPS--OPCS-74 OPERATING PLAN (CO-OP)

Region: VIII | State: MONTANA | CAMPS Area: STATEWIDE

Program	Fund Source	INDIVIDUALS: Enrollees On-Board 6/30/73	New Enrollees	Total Individuals To Be Served	Enrollees On-Board 6/30/74	To Be Placed In Unsubsidized Employment	AVAILABLE RESOURCES: Previous Years' Resources	FY 1974 New Resources	Total Resources Available	Estimated FY 1974 Costs	PERFORMANCE INDICATORS: Participation Rate	Early Termination Rate	Placement Rate	Cost Per Placement
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
I. MANPOWER REVENUE SHARING--TOTAL								*						
TRAINING														
1. Institutional (231 only)(1)	M	149	363	512	100	288	295,683.00	750,000.00	1,045,683.00	654,523.00	90.0	20.0	65.09	1,695
[redacted]														
[redacted]														
2. JOP Regular	M	112	323	435	80	231	51,400.00	350,000.00	401,400.00	298,600.00	NA	27.0	60.0	1,839
3. Urban League	M													
4. SER	M													
5. OIC	M													
6. Hometown Plans	M													
WORK EXPERIENCE														
1. NYC In-School	E		280	280	0		0	205,000.00	205,000.00	205,000.00	99.9			
2. Summer (1974 Summer)			828	828			0	175,000.00	175,000.00	175,000.00	98.1			
. EOA	E													
. MDTA	M													
3. NYC Out-of-School	E	58	0	58	0	3	3,000.00	0	3,000.00	3,000.00	100.0		18.1	[redacted]
. NYC - I														
. NYC - II														
4. Operation Mainstream	E													
5. Public Service Careers														
. PSC Plan A		25	50	80	50	51	122,925.00	0	122,925.00	122,925.00	100.0	20.0	NA	NA
- EOA	E													
- MDTA	M													
- EEA	EEA													
. NCES		20	20	40	20	15	53,900.00	0	53,900.00	53,900.00	50.0	27.0	-	-
. Plan C														
- EOA	E													
- MDTA	M													
- EEA	EEA													
SPECIAL TARGETING (CEP)		250	550	800	250	450	232,000.00	625,000.00	857,000.00	857,000.00	90.0	26.4	44.6	2,357
. EOA	E							399,000.00						
. MDTA	M							226,000.00						
CAMPS	M						0	106,000.00	106,000.00	106,000.00				

Note: * MRS Planning Target Level supplied by Manpower Administration Regional Office

E- EOA

M- MDTA

Program	Fund Source	INDIVIDUALS: Enrollees On-Board 6/30/73	New Enrollees	Total Individuals To Be Served	Enrollees On-Board 6/30/74	To Be Placed In Unsubsidized Employment	AVAILABLE RESOURCES: Previous Years' Resources	FY 1974 New Resources	Total Resources Available	Estimated FY 1974 Costs	PERFORMANCE INDICATORS: Participation Rate	Early Termination Rate	Placement Rate	Cost Per Placement
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
II. JOBS REGULAR--TOTAL (2)	M	41	189	230	21	125	19,600.00	351,250.00	370,850.00	336,550.00	NA	30.5	65.8	1,606
III. WIN--TOTAL	W													
1. Regular		750	1,100	1,850	750	850	300,000.00	1,300,375.00	1,600,375.00	1,300,375.00		15.0	50.0	1,600
2. Registration														
3. CAMPS														
IV. EEA (PEP)--TOTAL	EEA													
1. Section S		1,222	200	1,422		445	2,114,330.00		2,114,330.00	2,114,330.00	92.6	18.2	64.1	11,204
2. Section 6		100	0	100		80	250,000.00		250,000.00	250,000.00	93.1	17.6	72.4	11,310
3. Indians														
4. Summer (1973)		750	150	900			240,000.00		240,000.00	240,004.00	100.0			
Total ES Services (Estimate)				106,087						3,519,360.00				

Total MRS FY 1974 New Resources, Excluding JOBS:	EOA (E):	MDTA (M):
$ 2,211,000.00	$ 779,000.00	$ 1,432,000.00

MDTA INSTITUTIONAL

		TRAINING COSTS (HEW)	ALLOWANCE COSTS (DOL)
(1)....	Column 8	103,000.00	192,683.00
	Column 9	281,250.00	468,250.00
	column 10	384,750.00	660,933.00
	Column 11	100,000.00	554,523.00

(2).... Jobs- Columns 9,10,&11 includes $68,250 Administrative Costs.

MDTA INSTITUTIONAL

This program has been thoroughly tested and found to be an effective means of providing job seekers with necessary skill training for employment. Although the allocation of funds recommended will severely reduce the number of persons to be served, the exceptionally high rate of placements and low cost per placement ratios justify funding at the minimum operational.

Present sponsorship Montana Employment Division and Department of Public Instruction should be retained in Fiscal Year 1974. Funding level set at $750,000.00.

JOP*

The flexibility of this program in smaller communities of Montana where large employers are not available is the primary reason for recommending funding at or near the Fiscal Year 1973 level.

No change in sponsorship is planned. Montana Employment Security Division to retain sponsorship during Fiscal Year 1974 with allocation of $350,000.00.

CEP*

Participation completion and placement rates rank this program as one of the most effective in terms of providing employment for a broad segment of the needy population. Its reputation as a full service program further justifies the funding level for Fiscal Year 1974.

It is recommended that current prime sponsorship under Butte-Silver Bow Anti Poverty Council and sub contract with Montana Employment Security Division be renewed for Fiscal Year 1974. Funding of $625,000.00 plus expected carry-in of $232,000.00 should provide for adequate operation.

* Up to $75,000.00 of JOP funds and $100,000.00 of CEP funds are available to supplement monies available during Fiscal Year 1974 for a Deer Lodge Prison post-release work training program, if necessary.

CAMPS

It is obvious that if manpower funds are to be utilized in the most effective manner possible, ongoing assessment and evaluation of all manpower programs must be done accordingly. Thus, an adequate staff must be maintained on a 12 month basis. Minimum funding for this purpose is recommended.

This program to remain under administration of Governor's Office during Fiscal Year 1974, with funding of $106,000.00.

NCES

Carry-in funds will enable this program to operate at effective level during Fiscal Year 1974.

Recommended that this program continue to be administered by Montana Employment Security Division.

PSC

Carry-in and possible extension of contract will allow program to function in Fiscal Year 1974 at near Fiscal Year 1973 level.

NYC - SUMMER

In view of the decreased funding available to Montana in Fiscal Year 1974, this program has to be cut back to some extent to allow for operation of other year round manpower programs which have a more direct effect on the "breadwinner".

Most certainly this bears out the results of extensive discussions about the Javits Amendment now pending in Washington. Sponsoring agencies of the summer program will be required to assess and collect a 20% cash contribution from each employer during Fiscal Year 1974. This will allow for a 25% increase in slot level and funding. It is anticipated that funding for this program which operates June through August, will be at a $350,000 level, however, initial funding of $175,000 will cover only June and the first half of July. The remainder of the summer program will be allocated from Fiscal Year 1975 monies. Sponsorship and funding is shown below.

NYC Summer Fiscal Year funding levels using 49.21% of Fiscal Year 1972 level.

SPONSOR	SUMMER FUNDING*	SLOTS	FY74 MRS 20% EMPLOYER	SLOTS	MRS FUNDING LEVEL**
Billings-Yellowstone County CAP	$ 46,935	111	$ 58,669	139	$ 23,467
Blackfeet Tribal Council-Browning	18,270	43	22,838	54	9,135
Opportunities, Inc. Great Falls	57,960	137	72,450	171	28,980
Ft. Belknap Com. Council-Harlem	3,115	7	3,894	9	1,558
Assiniboine & Sioux Fort Peck	65,415	155	81,768	194	32,907
City of Anaconda	27,405	65	34,256	81	13,702

* Anticipated Total - Summer funding 6-01-74 through 8-31-74

** Actual FY74 MRS funding level 6-01-74 through 7-15-74

SPONSOR	SUMMER FUNDING	SLOTS	FY74 MRS 20% EMPLOYER	SLOTS	MRS FUNDING LEVEL
Butte-Silver Bow APC	$65,345	155	$81,681	194	$32,673
Hill County CAP, Havre	15,995	38	19,994	47	7,998
Rocky Mtn. Dev., Helena	25,305	60	31,631	75	12,653
Missoula-Mineral Human Resource Council	24,255	57	30,319	72	12,127
	$350,000	828	$437,500	1,036	$175,000

The monies funded to Fort Belknap and Fort Peck reservations are supplementary funds to provide additional slots off the reservation.

NYC - IN-SCHOOL

Pending acquisition of additional funds in future years, it is felt that elimination of the NYC out-of-school program for Fiscal Year 1974 and consolidation of a portion of these funds with the in-school program will provide a healthier program and assure continued success of the in-school program. An increase in the in-school program is thus provided. Remainder of the out-of-school funds is being used to supplement other manpower programs to assure their funding at a workable level. The funding potential of the out-of-school program would not adequately provide the necessary supportive services required by the youth served. These youth could better be served by other manpower programs that provide more adequate support, such as MDTA, JOP, and CEP.

SPONSOR	FY74-MRS	SLOTS
City of Anaconda	$33,204	45
CAP of Billings	33,204	45
CAP of Butte	32,228	44
Opportunities, Inc. Great Falls	33,204	45
Hill County, CAP	12,471	17
Rocky Mtn. Dev., Helena	18,553	25
Missoula-Mineral CAP	27,336	37
Assiniboine-Sioux, Fort Peck	14,800	20
	$205,000	278

The monies funded to Fort Peck are supplementary funds expressly to provide additional slots in the counties outside the reservation area. These slots shall be open to all low income youth.

(continued)

SPONSOR	SUMMER FUNDING	SLOTS	FY74 MRS 20% EMPLOYER	SLOTS	MRS FUNDING LEVEL
Butte-Silver Bow APC	$65,345	155	$81,681	194	$32,673
Hill County CAP Havre	15,995	38	19,994	47	7,998
Rocky Mtn. Dev. Helena	25,305	60	31,631	75	12,653
Missoula-Mineral Human Resource Council	24,255	57	30,319	72	12,127
	$350,000	828	$437,500	1,036	$175,000

NYC - IN-SCHOOL

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Following is name of sponsor and program level for Fiscal Year 1974.

SPONSOR	FY74-MRS	SLOTS
City of Anaconda	$28,477	39
CAP of Billings	28,477	39
CAP of Butte	27,747	38
Opportunities, Inc. Great Falls	28,470	39
Hill County CAP	12,427	17
Rocky Mtn Dev. Helena	16,818	23
Missoula-Mineral CAP	24,854	34
Assiniboine-Sioux Ft. Peck (6 counties)	32,230	51
	$205,000	280

PEP - SUMMER EMPLOYMENT PROJECT

$360,000.00 has been allotted to a summer work program, to be sponsored by the Montana Employment Security Division from EEA funds. Guidelines issued by the Department of Labor indicate that state PEP agents will operate programs using PEP funds. First priority for available job slots will be given to enrollees of the phased out NYC Out-of-School program. Funds will be used for a total of 900 slots on the following basis:

(FY-73)	June 1 to June 30, 1973 -	$120,000.00
(FY-74)	July 1 to August 31, 1973 -	$240,000.00
		$360,000.00

APPENDICES

APPENDIX I

POPULATION CHARACTERISTICS

Many of the statistics are broken down by Areas as well as by County. The description of the Areas is shown in Appendix III page 77.

Source of Data (1) 1970 Census of Population and (2) Universe of Need Data prepared by State Secretariat Staff in cooperation with Employment Service Research and Analysis.

	STATE	AREA I	AREA II	AREA III	AREA IV	AREA V	AREA VI
INCOME LEVELS							
Total Families Below Poverty Level (0.0 - 99% of Poverty Level)	23,475	3,996	1,749	1,685	3,857	3,764	8,424
Percent of All Families	10.3	10.2	8.9	8.1	10.9	11.1	12.6
Number with Female Head	4,894	1,011	590	419	1,136	1,100	638
Percent of Poverty Families with Public Assistance Income	14.8	10.1	16.9	10.9	22.9	13.1	14.9
Percent of Families with Income Level 100-124% of Poverty Level	5.2	5.3	5.7	4.5	5.0	4.9	5.8
SELECTED TARGET GROUPS							
Vietnam Veterans	16,556	4,098	1,633	2,183	3,562	3,091	1,989
Percent of Males 16 and Over	7.0	7.8	5.9	7.2	7.5	6.9	6.6
Persons Employed 26 Weeks or Less During the Year	77,461	18,748	8,320	12,738	14,422	14,272	8,961
Males	33,865	8,721	3,623	5,973	6,172	5,752	3,624
Females	43,596	10,027	4,697	6,765	8,250	8,520	5,337
Recipients of Public Assistance Income							
Families	6,620	1,349	820	490	1,733	1,325	903
Unrelated Individuals	3,451	693	559	357	729	608	505

	STATE	AREA I	AREA II	AREA III	AREA IV	AREA V	AREA VI
POPULATION 16-21, NOT IN SCHOOL, UNEMPLOYED, AND NOT IN LABOR FORCE	4,896	1,230	654	641	971	787	613
High School Graduates	17,516	3,445	1,757	2,062	4,704	3,363	2,185
Percent of Graduates, 16-21	35.0	40.2	35.2	29.6	31.6	39.7	33.6
Non-High School Graduates	7,971	1,938	1,112	966	1,601	1,251	1,103
Percent Non-Graduates, 16-21	59.0	59.2	57.3	65.2	57.1	60.5	54.5
EDUCATION							
Population 25 Years and Over With Less Than 8 Years of Education	32,601	6,377	4,622	3,152	5,976	6,727	5,747
Percent	8.9	7.9	10.3	7.1	8.2	9.3	11.9
Population 25 Years and Over Who Are Not High School Graduates	148,753	32,282	20,584	15,204	28,239	28,800	23,644
Percent	40.8	40.2	45.9	34.1	38.6	39.9	43.6
Population 25 Years and Over With Any College	91,630	20,691	9,513	14,016	18,550	19,342	9,518
Percent	25.1	5.7	2.6	3.8	5.1	5.3	2.6
Total Men 16-64 With Less Than 3 Yrs. College Completed	170,736	37,564	21,750	20,595	36,362	31,948	22,517
Men 16-64 With Vocational Training	46,265	10,896	5,871	5,648	11,254	7,403	5,193
Percent of Males 16-64 With Less Than 3 Years College	26.8	29.0	27.0	27.4	30.9	23.2	23.1

UNIVERSE OF NEED

FOR MANPOWER SERVICES BY COUNTY

AREA	UNIVERSE OF NEED	POOR[1]		NON-POOR[4]	
		DISADVANTAGED[2]	OTHER[3] POOR	NEAR POVERTY[5]	OTHER NON-POOR[6]
I					
FLATHEAD	8,182	1,989	659	1,767	3,767
LAKE	4,436	1,079	357	958	2,042
LINCOLN	3,554	864	286	768	1,636
MINERAL	644	157	51	139	297
MISSOULA	8,866	2,154	715	1,915	4,082
RAVALLI	2,779	676	224	600	1,279
SANDERS	1,348	328	108	291	621
II					
BEAVERHEAD	1,300	316	105	281	598
DEER LODGE	2,481	603	200	536	1,142
GRANITE	823	200	66	178	379
MADISON	1,002	244	80	216	462
POWELL	883	215	71	191	406
SILVER BOW	7,911	1,922	639	1,709	3,641
III					
BROADWATER	286	70	23	62	131
GALLATIN	4,628	1,125	373	999	2,131
JEFFERSON	942	229	76	203	434
LEWIS & CLARK	5,717	1,386	464	1,235	2,632
MEAGHER	465	113	38	100	214
PARK	2,541	618	204	549	1,170

1. Poor - Those individuals who are below the income guidelines established by OEO.
2. Disadvantaged - Those who are poor plus either under 22, a school dropout, over 45, handicapped, or minority.
3. Other Poor - Difference between Poor and Disadvantaged.
4. Non-Poor - Those individuals whose income exceeds OEO guidelines. (Total of 5 & 6)
5. Near Poverty - Those individuals whose income is 125% above OEO guidelines.
6. All Other Non-Poor - Not in any of the above, but is unemployed and needs the assistance of manpower.

AREA	UNIVERSE OF NEED	POOR		NON-POOR	
		DISADVANTAGED	OTHER POOR	NEAR POVERTY	OTHER NON-POOR
IV					
BLAINE	1,300	316	105	281	598
CASCADE	11,346	2,758	914	2,452	5,222
CHOTEAU	1,121	273	90	242	516
GLACIER	2,898	705	233	625	1,335
HILL	3,018	734	243	652	1,389
JUDITH BASIN	346	84	28	75	159
LIBERTY	286	70	23	62	131
PONDERA	1,300	316	105	281	598
TETON	1,121	273	90	242	516
TOOLE	1,002	244	80	216	462
V					
BIG HORN	2,719	661	219	587	1,252
CARBON	1,240	302	99	268	571
FERGUS	1,348	328	108	291	621
GOLDEN VALLEY	167	41	13	36	77
MUSSELSHELL	584	142	47	126	269
PETROLEUM	107	26	9	23	49
STILLWATER	644	157	51	139	297
SWEETGRASS	465	113	38	100	214
TREASURE	167	41	13	36	77
WHEATLAND	465	113	38	100	214
YELLOWSTONE	13,124	3,190	1,058	2,834	6,042
VI					
CARTER	286	70	23	62	131
CUSTER	1,479	360	119	319	681
DANIELS	524	128	41	113	242
DAWSON	1,479	360	119	319	681
FALLON	823	200	66	178	379
GARFIELD	286	70	23	62	131
MCCONE	465	113	38	100	214
PHILLIPS	644	157	51	139	297
POWDER RIVER	524	128	41	113	242
PRAIRIE	406	99	32	88	187
RICHLAND	1,300	316	105	281	598
ROOSEVELT	2,481	603	200	536	1,142
ROSEBUD	1,479	360	119	319	681
SHERIDAN	1,300	316	105	281	598
VALLEY	1,956	476	157	422	901
WIBAUX	286	70	23	62	131
STATE TOTALS	119,274	29,001	9,605	25,759	54,909

MONTANA WORK-FORCE

BY AGE & SEX

		Total Population	Civilian Labor Force [1]	Employed [2]	Un-employed [3]	Not-in-Labor Force [4]
16-21	Male	37,961	18,359 48%	15,679 85%	2,680 15%	18,233 48%
	Female	39,064	15,157 39%	12,677 84%	2,480 16%	23,894 61%
22-44	Male	92,103	81,007 88%	76,791 95%	4,286 5%	6,948 8%
	Female	91,910	40,917 45%	38,417 94%	2,500 6%	50,932 55%
45-54	Male	38,946	35,890 92%	34,499 96%	1,391 4%	2,892 7%
	Female	38,599	18,928 49%	18,174 96%	754 4%	19,660 51%
55 & Over	Male	64,039	33,745 53%	32,300 96%	1,443 4%	30,259 47%
	Female	68,150	16,576 24%	16,069 97%	507 3%	51,568 76%
Total	Male	233,049	169,071	159,271	9,800	58,323
	Female	237,723	91,578	85,337	6,241	146,054
TOTAL		470,772	260,649	244,608	16,041	204,377

[%]

[1] % of Total Population in Work Force
[2] % of Labor Force Employed
[3] % of Labor Force Un-employed
[4] % of Total Population Not in Labor Force

MONTANA WORK FORCE

AREA SUMMARY

	Total Population	Civilian Work Force [1]	% of Area Population Work Force	Employed [2]	Un-employed [3]	Work Force Below Poverty Level [4]	% of Civilian Work Force Below Poverty	Average Rate Un-employment
Area I	154,901 [22.3]	64,427 [21.4]	41.6	58,909 [21.2]	5,518 [25.0]	9,647 [25.0]	14	9.1
Area II	80,348 [11.6]	32,742 [10.9]	40.8	30,082 [10.8]	2,660 [12.0]	4,661 [12.0]	14	8.2
Area III	86,759 [12.5]	40,358 [13.4]	46.5	37,664 [13.5]	2,694 [12.2]	4,719 [12.2]	11	6.9
Area IV	144,236 [20.8]	59,582 [19.8]	41.3	55,250 [19.9]	4,332 [19.6]	7,572 [19.6]	12	7.9
Area V	135,145 [19.2]	62,445 [20.8]	46.2	58,510 [21.0]	3,935 [17.8]	6,865 [17.8]	10	6.57
Area VI	93,020 [13.4]	40,938 [13.6]	44.0	37,969 [13.6]	2,969 [13.4]	5,142 [13.3]	12	7.2
State Total	694,409	300,492	43.3	278,384	22,108	38,606	12	7.6

[%]

[1] % of State Total Civilian Work Force
[2] % of State Total Employed
[3] % of State Total Un-employed
[4] % of State Total Below Poverty Level

MONTANA WORK FORCE

BY COUNTY & AREA

	TOTAL POPULATION	TOTAL CIVILIAN WORK FORCE	EMPLOYED	UNEMPLOYED 12 MONTH AVERAGE	WORK FORCE BELOW POVERTY LEVEL*	UNEMPLOYED BELOW POVERTY LEVEL
			AREA I			
		1	2	3	4	5
Flathead	39,460	14,801 (37%)	13,284 (89%)	1,517 (10.3%)	2,648 (17%)	228 (11.6%)
Lake	14,445	6,034 (41%)	5,210 (86%)	824 (13.7%)	1,436 (23%)	123 (11.6%)
Lincoln	18,134	7,976 (44%)	7,317 (91%)	659 (8.3%)	1,150 (14%)	99 (8.6%)
Mineral	3,114	1,529 (51%)	1,408 (92%)	121 (7.9%)	208 (13%)	18 (8.6%)
Missoula	58,263	25,051 (42%)	23,423 (94%)	1,628 (6.5%)	2,869 (11%)	244 (8.5%)
Ravalli	14,392	5,906 (41%)	5,389 (91%)	517 (8.8%)	900 (15%)	77 (8.5%)
Sanders	7,093	3,130 (44%)	2,878 (92%)	252 (8.1%)	436 (13%)	37 (8.4%)
	154,901	64,427 (42%)	58,909 (91%)	5,518 (8.6%)	9,647 (14%)	826 (8.5%)
			AREA II			
Beaverhead	8,187	4,036 (49%)	3,794 (94%)	242 (6.0%)	421 (10%)	36 (8.5%)
Deer Lodge	15,652	5,813 (37%)	5,351 (92%)	462 (8.0%)	803 (13%)	69 (8.5%)
Granite	2,854	1,142 (40%)	989 (86%)	153 (13.4%)	266 (23%)	23 (8.6%)
Madison	5,014	2,474 (49%)	2,287 (92%)	187 (7.6%)	324 (13%)	25 (7.7%)
Powell	6,660	2,955 (44%)	2,790 (94%)	165 (5.6%)	286 (9%)	25 (8.7%)
Silver Bow	41,981	16,322 (38%)	14,871 (19%)	1,451 (8.9%)	2,561 (15%)	218 (8.5%)
	80,348	32,742 (40%)	30,082 (92%)	2,660 (8.1%)	4,661 (14%)	396 (8.4%)

1. Percent of total population in work force.
2. Percent of work force employed.
3. Percent of civilian work force unemployed.
4. Percent of civilian work force below poverty level
5. Percent of work force and those that should be; that are below the poverty level.

Source: 1970 Census and Montana Employment Security Division

	TOTAL POPULATION	TOTAL CIVILIAN WORK FORCE	EMPLOYED	UNEMPLOYED 12 MONTH AVERAGE	WORK FORCE BELOW POVERTY LEVEL	UNEMPLOYED BELOW POVERTY LEVEL
AREA III						
Broadwater	2,526	1,113 (44%)	1,058 (95%)	55 (4.9%)	93 (8%)	8 (8.6%)
Gallatin	32,505	14,711 (45%)	13,853 (94%)	858 (5.8%)	1,498 (10%)	129 (8.6%)
Jefferson	5,238	2,111 (40%)	1,935 (91%)	176 (8.3%)	305 (14%)	26 (8.5%)
Lewis & Clark	33,281	15,955 (47%)	14,911 (93%)	1,044 (6.5%)	1,850 (11%)	157 (8.4%)
Meagher	1,966	1,155 (58%)	1,067 (92%)	88 (7.6%)	151 (13%)	13 (8.6%)
Park	11,197	5,313 (47%)	4,840 (91%)	473 (8.6%)	822 (15%)	71 (8.6%)
Yellowstone National Park	46					
	86,759	40,358 (46%)	37,664 (93%)	2,694 (6.8%)	4,719 (11%)	404 (8.5%)
AREA IV						
Blaine	6,727	2,651 (39%)	2,409 (90%)	242 (9.1%)	421 (15%)	36 (8.5%)
Cascade	81,746	33,089 (40%)	31,000 (93%)	2,089 (6.3%)	3,672 (11%)	318 (8.6%)
Choteau	6,473	2,913 (45%)	2,704 (92%)	209 (7.2%)	363 (12%)	31 (8.5%)
Glacier	11,078	4,363 (39%)	3,825 (87%)	538 (12.3%)	938 (21%)	80 (8.5%)
Hill	17,358	7,290 (41%)	6,729 (92%)	561 (7.7%)	977 (13%)	84 (8.5%)
Liberty	2,288	1,009 (44%)	954 (94%)	55 (5.5%)	93 (9%)	8 (8.6%)
Pondera	6,611	3,015 (43%)	2,773 (91%)	242 (8.0%)	421 (13%)	36 (8.5%)
Teton	6,116	2,642 (43%)	2,433 (92%)	209 (7.9%)	363 (13%)	31 (8.5%)
Toole	5,839	2,610 (44%)	2,423 (92%)	187 (7.2%)	324 (12%)	28 (8.6%)
	144,236	59,582 (41%)	55,250 (92%)	4,332 (7.9%)	7,572 (12%)	652 (8.6%)
AREA V						
Big Horn	10,057	4,146 (41%)	3,640 (87%)	506 (12.2%)	880 (21%)	76 (8.6%)
Carbon	7,080	3,203 (45%)	2,972 (45%)	231 (7.2%)	401 (12%)	34 (8.4%)
Fergus	12,611	6,088 (48%)	5,836 (95%)	252 (4.1%)	436 (7%)	37 (8.4%)
Golden Valley	814	489 (60%)	456 (93%)	33 (6.8%)	54 (11%)	5 (9.2%)
Judith Basin	2,667	1,384 (51%)	1,318 (95%)	66 (4.8%)	112 (8%)	10 (8.4%)

Continued

	TOTAL POPULATION	TOTAL CIVILIAN WORK FORCE	EMPLOYED	UNEMPLOYED 12 MONTH AVERAGE	WORK FORCE BELOW POVERTY LEVEL	UNEMPLOYED BELOW POVERTY LEVEL
AREA V (continued)						
Mussellshell	3,734	1,498 (40%)	1,388 (92%)	110 (7.3%)	189 (12%)	16 (8.4%)
Petroleum	640	395 (61%)	373 (94%)	22 (5.6%)	35 (8%)	3 (8.5%)
Stillwater	4,632	1,924 (41%)	1,803 (93%)	121 (6.3%)	208 (10%)	18 (8.6%)
Sweet Grass	2,980	1,499 (50%)	1,411 (94%)	88 (5.9%)	151 (10%)	13 (8.6%)
Wheatland	2,529	1,446 (57%)	1,358 (93%)	88 (6.1%)	151 (10%)	13 (8.6%)
Yellowstone	87,401	40,373 (46%)	37,955 (94%)	2,418 (6.0%)	4,248 (10%)	369 (8.6%)
	135,145	62,445 (46%)	58,510 (94%)	3,935 (6.3%)	6,865 (10%)	594 (8.6%)
AREA VI						
Carter	2,014	1,051 (52%)	996 (94%)	55 (5.2%)	93 (8%)	8 (8.6%)
Custer	12,174	5,307 (43%)	5,032 (94%)	275 (5.2%)	479 (9%)	41 (8.5%)
Daniels	3,083	1,321 (42%)	1,222 (92%)	99 (7.5%)	169 (12%)	15 (8.8%)
Dawson	11,269	4,942 (43%)	4,667 (94%)	275 (5.6%)	479 (9%)	41 (8.5%)
Fallon	4,050	1,820 (44%)	1,666 (91%)	154 (8.5%)	266 (14%)	23 (8.6%)
Garfield	1,501	936 (62%)	881 (94%)	55 (5.9%)	93 (9%)	8 (8.6%)
McCone	2,875	1,248 (43%)	1,161 (93%)	87 (7.0%)	151 (12%)	13 (8.6%)
Phillips	5,421	2,029 (37%)	1,908 (94%)	121 (6.0%)	208 (10%)	18 (8.6%)
Powder River	2,862	1,373 (47%)	1,274 (92%)	99 (7.2%)	169 (12%)	15 (8.8%)
Prairie	1,769	915 (51%)	838 (91%)	77 (8.4%)	131 (14%)	11 (8.3%)
Richland	9,837	3,953 (40%)	3,711 (93%)	242 (6.1%)	421 (10%)	36 (8.5%)
Roosevelt	10,365	4,313 (41%)	3,851 (89%)	462 (10.7%)	803 (18%)	69 (8.5%)
Rosebud	6,032	2,776 (46%)	2,501 (90%)	275 (9.9%)	479 (17%)	41 (8.5%)
Sheridan	5,779	2,495 (43%)	2,253 (90%)	242 (9.7%)	421 (16%)	36 (8.5%)
Treasure	895	593 (66%)	560 (94%)	33 (5.6%)	54 (9%)	5 (9.2%)
Valley	11,645	5,148 (44%)	4,785 (92%)	363 (7.1%)	633 (12%)	54 (8.5%)
Wibaux	1,449	718 (49%)	663 (92%)	55 (7.7%)	93 (12%)	8 (8.6%)
	93,020	40,938 (44%)	37,969 (92%)	2,969 (7.2%)	5,142 (12%)	442 (8.5%)
State Total	694,409	300,492 (43%)	278,384 (93%)	22,108 (7.0%)	38,606 (12%)*	3,314 (8.5%)

*This number includes a state total of 3,859 persons who are "not in the labor force but should be", according to Employment Security standards.

APPENDIX II

CURRENT & PROJECTED EMPLOYMENT BY OCCUPATION

To arrive at the forecasts of future manpower needs, The Montana State Employment Service average annual employment for the years 1957 through 1971 was projected to 1975 and 1980. The projections for each industry and occupation appear as specific numbers, however, they should not be considered precise due to limitations of the data and the risks inherent in any type of economic forecasting. The figures shown do provide a basic guide to the relative magnitude and direction of industrial and occupational changes that are expected to occur in the next two to seven years.

TABLE I

MONTANA STATEWIDE WORK FORCE, BY INDUSTRY

1960, 1970, Projected 1975, and Projected 1980

(In Thousands)

Industry	1960 Average Employment	1970 Average Employment	Projected 1975 Average Employment	Projected 1980 Average Employment
Civilian Work Force	253.9[1/]	278.4[1/]	293.0	305.1
Unemployment	17.0	18.8	17.6	16.8
Unemployment Rate	*6.7*	*6.7*	*6.0*	*5.5*
Total Employment	236.0	259.5	275.4	288.3
Nonagricultural Wage & Salary	166.8	200.6	216.4	229.8
Manufacturing	20.4	23.6	24.9	26.3
Durable Goods	12.7	15.2	16.3	17.5
24 Lumber & Wood Products	7.3	8.1	8.7	9.3
33 Primary Metal Industries	3.8	4.6	4.9	5.3
Other Durable Goods	1.6	2.5	2.7	2.9
Nondurable Goods	7.7	8.4	8.6	8.8
20 Food & Kindred Products	4.3	4.3	4.4	4.5
27 Printing & Publishing	1.7	1.8	1.9	1.9
29 Petroleum & Coal Products	.9	1.1	1.1	1.2
Other Nondurable Goods	.8	1.2	1.2	1.2
Nonmanufacturing	146.4	177.0	191.5	203.5
Mining	7.4	6.7	5.8	5.7
10 Metal Mining	4.5	4.0	3.4	3.4
12 & 14 Bitum. Coal, Quarrying, Non-Metal Mining	.7	.9	.8	.8
13 Oil & Gas Extraction	2.2	1.8	1.6	1.5
Contract Construction	11.0	10.9	11.7	11.9
15 General Building Contractors	4.3	2.6	2.8	2.9
16 Heavy Construction Contractors	2.8	4.7	5.0	5.1
17 Special Trade Contractors	3.9	3.6	3.9	3.9

Industry	1960 Average Employment	1970 Average Employment	Projected 1975 Average Employment	Projected 1980 Average Employment
Transportation & Public Utilities	19.0	17.2	17.3	17.4
40 Railroad Transportation	9.0	6.6	6.0	5.5
41-47 Trans., except Railroads	4.0	4.5	4.8	5.1
48 & 49 Communication & Utilities	6.0	6.1	6.5	6.8
Wholesale & Retail Trades	40.5	48.2	52.1	56.5
Wholesale Trade	8.7	9.7	10.8	11.8
Retail Trade	31.8	38.5	41.3	44.7
53 & 56 Ret. Gen. Merch., Apparel	5.9	7.0	7.5	8.1
54 Food Stores	4.9	5.5	5.9	6.4
55 Auto Dealers, Service Stations	6.6	8.0	8.6	9.3
58 Eating & Drinking Places	7.8	10.4	11.2	12.1
52, 57, 59 Bldg. Mat. & Misc.	6.6	7.6	8.1	8.8
Finance, Insurance & Real Estate	6.9	8.1	8.3	8.7
Services	23.1	33.5	37.8	43.0
70 Hotels & Other Lodging Places	3.0	4.0	4.5	5.1
72 Personal Services	2.1	2.4	2.7	3.1
Other Services	18.0	27.1	30.6	34.8
Government	38.5	52.4	58.5	60.3
91 Federal Government	9.9	11.7	11.7	11.5
92 & 93 State & Local Government	28.6	40.7	46.8	48.8
All Other Nonagricultural Employment[2/]	30.2	25.8	25.0	25.0
Agriculture	39.0	33.1	34.0	33.5

1/ Includes persons involved in labor/management disputes.
2/ Includes nonagricultural self employed and unpaid family workers, and domestic workers in private households.

TABLE II

EMPLOYMENT BY MAJOR INDUSTRY DIVISIONS

As a Percent of Total Employment in Montana[1/]

1960, 1970, 1975, and 1980

Industry	Percent of Total Employment 1960	Percent of Total Employment 1970	Percent of Total Employment 1975	Percent of Total Employment 1980
Total Employment	100.0	100.0	100.0	100.0
Agriculture	17.2	13.8	13.4	12.7
Mining	3.3	2.7	2.2	2.1
Contract Construction	7.5	6.8	6.9	6.7
Manufacturing	9.5	9.7	9.6	9.6
Transportation, Communication, and Public Utilities	9.1	7.6	7.3	7.0
Wholesale and Retail Trade	22.2	22.4	22.4	23.0
Finance, Insurance, and Real Estate	3.8	3.9	3.8	3.7
Services	21.4	27.4	28.4	29.3
Public Administration	6.0	5.7	6.0	5.9

1/ *Total Employment resulted from distribution of Government, Self-Employed and Unpaid Family Workers so that industry detail would match National industry Data.* (See tables V,VI,VII and VIII)

TABLE III

PROJECTED EMPLOYMENT IN 1975, BY INDUSTRY

With Upper and Lower Limits

(In Thousands)

Industry	Lower Limit[2]	Preliminary 1975 Projection[1]	Upper Limit[2]	Final 1975 Projection
Civilian Work Force	292.3	298.3	304.3	293.0
Unemployed	17.5	17.9	18.3	17.6
Unemployment Rate				*6.0*
Total Employment	274.8	280.4	286.0	275.4
Nonagricultural Wage & Salary	209.6	213.0	216.4	216.4
Mining	4.7	5.6	6.4	5.8
Contract Construction	10.1	11.4	12.7	11.7
Manufacturing	23.2	24.5	25.8	24.9
Durable Goods	14.8	16.0	17.3	16.3
Nondurable Goods	8.2	8.4	8.7	8.6
Transportation & Public Utilities	16.2	16.7	17.3	17.3
Railroads	5.5	5.7	6.0	6.0
Other Trans. & Public Utilities	10.7	11.0	11.3	11.3
Wholesale & Retail Trades	48.4	49.5	50.5	52.1
Wholesale Trade	9.4	9.8	10.2	10.8
Retail Trade	38.7	39.7	40.7	41.3
Finance, Insurance & Real Estate	8.0	8.3	8.6	8.3
Services	33.9	35.8	37.8	37.8
Government	58.5	60.3	62.1	58.5
Federal Government	11.6	13.0	14.5	11.7
State & Local Government	45.3	46.8	48.3	46.8
All Other Nonagricultural Employment				25.0
Agriculture	32.0	33.8	35.6	34.0

1/ Individual industries will not add to totals. These figures were "forced" to the figures appearing in the Final 1975 Projection.

2/ Individual industries will not add to totals due to differences in correlation coefficients.

TABLE IV

PROJECTED EMPLOYMENT IN 1980, BY INDUSTRY

With Upper and Lower Limits

(In Thousands)

Industry	Lower Limit[2]	Preliminary 1980 Projection[1]	Upper Limit[2]	Final 1980 Projection
Civilian Work Force	302.2	310.3	318.3	305.1
Unemployed	16.6	17.1	17.5	16.8
Unemployment Rate				*5.5*
Total Employment	285.6	293.2	300.8	288.3
Nonagricultural Wage & Salary	219.0	223.3	227.6	229.8
Mining	3.8	4.9	6.1	5.7
Contract Construction	10.4	11.7	13.0	11.9
Manufacturing	23.5	25.1	26.8	26.3
Durable Goods	15.0	16.5	18.0	17.5
Nondurable Goods	8.2	8.5	8.9	8.8
Transportation & Public Utilities	15.9	16.6	17.4	17.4
Railroads	4.9	5.2	5.5	5.5
Other Trans. & Public Utilities	11.0	11.4	11.9	11.9
Wholesale & Retail Trades	49.6	50.8	52.1	56.5
Wholesale Trade	9.6	10.1	10.6	11.8
Retail Trade	39.6	40.7	41.9	44.7
Finance, Insurance & Real Estate	8.3	8.7	9.1	8.7
Services	37.5	40.2	43.0	43.0
Government	61.0	63.1	65.2	60.3
Federal Government	11.9	13.8	15.8	11.5
State & Local Government	47.1	48.8	50.5	48.8
All Other Nonagricultural Employment				25.0
Agriculture	30.2	32.5	34.8	33.5

1/ Individual industries will not add to totals. These figures were "forced" to the figures appearing in the Final 1980 Projection.

2/ Individual industries will not add to totals due to differences in correlation coefficients.

TABLE V

TOTAL EMPLOYMENT IN 1960, BY INDUSTRY

(Distribution of Government and All Other Nonagricultural Employment)

(In Thousands)

Industry	1960 Average Employment	Self-Employed & Unpaid Family[1]	Gov't.[1]	Total Industry Employment[2]
Civilian Work Force	253.9[3]			253.9[3]
Unemployed	17.0			17.0
Unemployment Rate	*6.7*			*6.7*
Total Employment	236.0			236.0
Nonagricultural Wage & Salary	166.8	30.2	(1.7)	195.3
Mining	7.4	.4	-	7.8
Contract Construction	11.0	3.5	3.2	17.7
Manufacturing	20.4	1.9	.1	22.4
Durable Goods	12.7	1.2	-	13.9
Nondurable Goods	7.7	.7	.1	8.5
Transportation & Public Utilities	19.0	1.0	1.4	21.4
Railroads	9.0	-	-	9.0
Other Trans. & Public Utilities	10.0	1.0	1.4	12.4
Wholesale & Retail Trade	40.5	11.4	.4	52.3
Wholesale Trade	8.7	1.2	-	9.9
Retail Trade	31.8	10.2	.4	42.4
Finance, Insurance & Real Estate	6.9	1.7	.3	8.9
Services	23.1	10.3	17.2	50.6
Public Administration	-	-	14.2	14.2
All Other Nonagricultural Employment	30.2	(30.2)		
Agriculture	39.0		1.7	40.7
Government	38.5		(38.5)	
Federal Government	9.9			
State & Local Government	28.6			

1/ *Distribution based on ratios from 1960 Census.*

2/ *Total Industry Employment resulted from distribution of Government, Self-Employed, and Unpaid Family Workers so that industry detail would match National industry data.*

3/ *Includes persons involved in labor/management disputes.*

TABLE VI

TOTAL EMPLOYMENT IN 1970, BY INDUSTRY

(Distribution of Government and All Other Nonagricultural Employment)

(In Thousands)

Industry	1970 Average Employment	Self-Employed & Unpaid Family[1]	Gov't.[1]	Total Industry Employment[2]
Civilian Work Force	278.4[3]			278.4[3]
Unemployed	18.8			18.8
Unemployment Rate	*6.7*			*6.7*
Total Employment	259.5			259.5
Nonagricultural Wage & Salary	200.6	25.8	(2.6)	223.8
Mining	6.7	.3	.1	7.1
Contract Construction	10.9	3.0	3.9	17.8
Manufacturing	23.6	1.3	.2	25.1
Durable Goods	15.2	.9	.1	16.2
Nondurable Goods	8.4	.4	.1	8.9
Transportation & Public Utilities	17.2	.9	1.7	19.8
Railroads	6.6	-	-	6.6
Other Trans. & Public Utilities	10.6	.9	1.7	13.2
Wholesale & Retail Trade	48.2	9.3	.5	58.0
Wholesale Trade	9.7	.8	-	10.5
Retail Trade	38.5	8.5	.5	47.5
Finance, Insurance & Real Estate	8.1	1.5	.5	10.1
Services	33.5	9.5	28.0	71.0
Public Administration	-	-	14.9	14.9
All Other Nonagricultural Employment	25.8	(25.8)		
Agriculture	33.1		2.6	35.7
Government	52.4		(52.4)	
Federal Government	11.7			
State & Local Government	40.7			

1/ *Distribution based on ratios from 1970 Census.*

2/ *Total Industry Employment resulted from distribution of Government, Self-Employed, and Unpaid Family Workers so that industry detail would match National industry data.*

3/ *Includes persons involved in labor/management disputes.*

TABLE VII

TOTAL PROJECTED EMPLOYMENT IN 1975, BY INDUSTRY

(Distribution of Government and All Other Nonagricultural Employment)

(In Thousands)

Industry	Final 1975 Projection	Self-Employed & Unpaid Family[1/]	Gov't.[1/]	Total Industry Employment[2/]
Civilian Work Force	293.0			293.0
Unemployed	17.6			17.6
Unemployment Rate	*6.0*			*6.0*
Total Employment	275.4			275.4
Nonagricultural Wage & Salary	216.4	25.0	(3.0)	238.4
Mining	5.8	.3	.1	6.2
Contract Construction	11.7	2.9	4.3	18.9
Manufacturing	24.9	1.3	.2	26.4
Durable Goods	16.3	.9	.1	17.3
Nondurable Goods	8.6	.4	.1	9.1
Transportation & Public Utilities	17.3	.8	1.9	20.0
Railroads	6.0	-	-	6.0
Other Trans. & Public Utilities	11.3	.8	1.9	14.0
Wholesale & Retail Trade	52.1	9.0	.6	61.7
Wholesale Trade	10.8	.7	.1	11.6
Retail Trade	41.3	8.3	.5	50.1
Finance, Insurance & Real Estate	8.3	1.5	.6	10.4
Services	37.8	9.2	31.2	78.2
Public Administration	-	-	16.6	16.6
All Other Nonagricultural Employment	25.0	(25.0)		
Agriculture	34.0		3.0	37.0
Government	58.5		(58.5)	
Federal Government	11.7			
State & Local Government	46.8			

1/ *Distribution based on ratios from 1970 Census.*

2/ *Total Industry Employment resulted from distribution of Government, Self-Employed, and Unpaid Family Workers so that industry detail would match National industry data.*

TABLE VIII

TOTAL PROJECTED EMPLOYMENT IN 1980, BY INDUSTRY

(Distribution of Government and All Other Nonagricultural Employment)

(In Thousands)

Industry	Final 1980 Projection	Self-Employed & Unpaid Family[1]	Gov't.[1]	Total Industry Employment[2]
Civilian Work Force	305.1			305.1
Unemployed	16.8			16.8
Unemployment Rate	5.5			5.5
Total Employment	288.3			288.3
Nonagricultural Wage & Salary	229.8	25.0	(3.1)	251.7
Mining	5.7	.3	.1	6.1
Contract Construction	11.9	2.9	4.5	19.3
Manufacturing	26.3	1.3	.2	27.8
Durable Goods	17.5	.9	.1	18.5
Nondurable Goods	8.8	.4	.1	9.3
Transportation & Public Utilities	17.4	.8	2.0	20.2
Railroads	5.5	-	-	5.5
Other Trans. & Public Utilities	11.9	.8	2.0	14.7
Wholesale & Retail Trade	56.5	9.0	.6	66.1
Wholesale Trade	11.8	.7	.1	12.6
Retail Trade	44.7	8.3	.5	53.5
Finance, Insurance & Real Estate	8.7	1.5	.6	10.8
Services	43.0	9.2	32.1	84.3
Public Administration	-	-	17.1	17.1
All Other Nonagricultural Employment	25.0	(25.0)		
Agriculture	33.5		3.1	36.6
Government	60.3		(60.3)	
Federal Government	11.5			
State & Local Government	48.8			

1/ *Distribution based on ratios from 1970 Census.*

2/ *Total Industry Employment resulted from distribution of Government, Self-Employed, and Unpaid Family Workers so that industry detail would match National industry data.*

TABLE IX

MONTANA TOTAL EMPLOYMENT BY INDUSTRY - 1960, 1970, 1975, and 1980

INDUSTRY	S. I. C. Code	Average Employment 1960[1]	Average Employment 1970[1]	Average Employment 1975[1]	Average Employment 1980[1]
INDUSTRY, TOTAL		236,000	259,500	275,400	288,300
AGRI., FORESTRY & FISHERIES	A	40,700	35,700	37,000	36,600
Agriculture	01,02,07, exc. 0713	39,360	33,060	34,260	33,890
Forestry	08	1,260	2,600	2,700	2,670
Fisheries	09	80	40	40	40
MINING	B	7,800	7,100	6,200	6,100
Metal Mining	10	4,800	4,170	3,650	3,580
Coal Mining	11, 12	190	160	140	140
Crude Petroleum & Nat. Gas	13	1,960	2,230	1,940	1,910
Quarrying & Non-Metal Mining	14	850	540	470	470
CONSTRUCTION	C (15-17)	17,700	17,800	18,900	19,300
MANUFACTURING	D	22,400	25,100	26,400	27,800
Durable Goods Manufacturing	19, 24, 25, 32-39	13,900	16,200	17,300	18,500
Lumber & Wood Prod.exc.Furn.	24	6,630	7,580	8,090	8,650
Logging Camps & Contractors	241	1,390	1,470	1,570	1,670
Sawmills,Millwk,Misc.Prod.	242, 244, 249	5,240	6,110	6,520	6,980
Furniture & Fixtures	25	120	140	150	160
Stone, Clay, Glass Prod.	32	780	830	890	960
Glass & Glass Prod.	321-3	20	0	0	0
Cement,Concrete,Plaster	324-7	640	660	700	750
Structural Clay Prod.	325	80	20	30	30
Pottery & Related Prod.	326	0	0	0	10
Misc.NonMet.Min,Stone Prod.	328, 9	40	150	160	170
Primary Metals Industries	33	4,830	5,060	5,400	5,780
Blast Furnaces,Steel Works	3312, 3	20	40	40	50
Other Prim.Metals Ind.	3315-7,332,3391,9	100	50	50	50
Primary Non-Ferrous Metal	333-6, 3392	4,710	4,970	5,310	5,680
Fabricated Metal Products	34, 19, exc. 194	330	1,080	1,150	1,230
Machinery, exc. Electrical	35	580	540	570	610
Farm Mach. & Equip.	352	70	140	150	160
Office Machinery	357	90	80	80	90
Misc. Machinery	351, 3-6, 8, 9	420	320	340	360
Electrical Mach,Equip,Supp.	36	150	120	130	140
Transportation Equip.	37	200	370	400	430
Motor Vehicles & Equip.	371	40	60	60	70
Aircraft & Parts	372	30	70	80	80
Ship & Boat Building	373	90	60	60	60
R.R. & Other Trans.Equip.	374, 5, 9	40	180	200	220
Instruments & Allied Prod.	38	60	100	100	110
Instruments & Fire Control	381-6, 194	60	100	100	110
Watches & Clock Devices	387	0	0	0	0
Misc. Manufacturing	39	220	380	420	430

TABLE IX

MONTANA TOTAL EMPLOYMENT BY INDUSTRY - 1960, 1970, 1975, and 1980

INDUSTRY	S. I. C. Code	Average Employment 1960[1]	Average Employment 1970[1]	Average Employment 1975[1]	Average Employment 1980[1]
Nondurable Goods Manufact'g.	20-23, 26-31	8,500	8,900	9,100	9,300
Food & Kindred Prod.	20	3,860	3,360	3,430	3,510
Meat Prod.	201	690	960	980	1,000
Dairy Prod.	202	850	570	580	590
Canning,Preserving,Freezing	203	70	50	50	50
Grain Mill Prod.	204	440	460	470	480
Bakery Prod.	205	880	370	380	400
Beverage Ind.	208	400	290	290	300
Other Food Prod.	206, 7, 9	530	660	680	690
Tobacco Manufacturing	21	30	20	20	20
Textile Mill Prod.	22	20	110	110	110
Apparel & Related Prod.	23	80	140	150	150
Paper & Allied Prod.	26	160	430	440	450
Pulp,Paper,Paperboard Mills	261-3, 6	160	400	410	420
Paperbd.Containers,Boxes	265	0	20	20	20
All Other Paper Prod.	264	0	10	10	[illegible]
Printing,Pubshg,Allied Prod.	27	2,470	3,250	3,320	3,390
Chemicals,Allied Prod.	28	410	560	570	580
Synthetic Fibers	2823, 4	10	0	0	0
Drugs & Medicine	283	50	40	40	40
Paints,Varnishes,Rel. Prod.	285	20	40	40	40
Other Chemicals	281, 2821, 2	330	480	490	500
Petroleum Refining, Rel. Ind.	29	1,380	950	970	990
Petroleum Refining	291	1,370	930	950	970
Other Petrol. & Coal Prod.	295, 9	10	20	20	20
Rubber, Misc.Plastic Prod.	30	70	30	30	40
Rubber Prod.	301-3, 6	50	10	10	10
Misc. Plastic Prod.	307	20	20	20	30
Leather, Leather Prod.	31	20	50	60	60
Leather Tanning,Finishing	311	0	0	0	0
Footwear, exc. Rubber	313, 4	10	20	30	30
All Other Leather Prod.	312, 5-7, 9	10	30	30	30
TRANS,COMMUN,PUB.UTILITIES	E (40-49)	21,400	19,800	20,000	20,200
Transportation	40-47	13,960	11,990	11,710	11,500
Railroad Trans.	40	9,000	6,600	6,000	5,500
Local & Suburb. Trans., Interurb. Passgr. Trans.	41	870	1,020	1,080	1,130
Local&Interurb.exc.Taxis	411, 3-5, 7	630	810	850	890
Taxis	412	240	210	230	240
Motor Freight Tr.& Storage	42	3,440	3,490	3,700	3,880
Trucking	421, 3	3,080	3,050	3,230	3,390
Warehousing	422	360	440	470	490
Water Transportation	44	20	20	20	20
Transportation by Air	45	440	640	680	720
Pipelines	46	100	80	90	100
Transportation Services	47	90	140	140	150

TABLE IX

MONTANA TOTAL EMPLOYMENT BY INDUSTRY - 1960, 1970, 1975, and 1980

INDUSTRY	S. I. C. Code	Average Employment 1960[1]	Average Employment 1970[1]	Average Employment 1975[1]	Average Employment 1980[1]
Communication & Pub.Utilities	48-49	7,440	7,810	8,290	8,700
Communication	48	3,840	3,450	3,660	3,840
Telephone	481	3,230	2,540	2,700	2,830
Telegraph	482, 9	100	220	230	240
Radio & Television	483	510	690	730	770
Electric,Gas,Sanitary Serv.	49	3,600	4,360	4,630	4,860
Electric,Gas,Steam	491-3, 6	2,860	3,410	3,630	3,800
Water & Irrigation	494, 7	390	520	550	580
Sanitary Services	495	350	430	450	480
WHOLESALE & RETAIL TRADE	F (50-59)	52,300	58,000	61,700	66,100
Wholesale Trade	50	9,900	10,500	11,600	12,600
Motor Vehicles & Equip.	501	730	1,080	1,190	1,290
Drugs & Chemicals	502	370	360	400	440
Dry Goods & Apparel	503	100	70	80	90
Groceries & Related	504	1,890	1,920	2,120	2,300
Elec.Goods,Plumb.& Heatg.Sup.	506-7	990	860	950	1,030
Machinery & Equip.	508	1,030	1,650	1,830	1,980
Farm Produce & Misc.	505, 9	4,790	4,560	5,030	5,470
Retail Trade	52-59	42,400	47,500	50,100	53,500
Bldg.Mat.,Hardware,Farm Equip	52	4,570	3,970	4,190	4,480
General Merchandise	53	4,550	5,410	5,700	6,090
Limited Price Stores	533	790	690	720	780
Other General Merchandise	53 exc. 533	3,760	4,720	4,980	5,310
Food & Drug Stores	54	6,280	6,970	7,360	7,850
Auto Dealers & Gas Stations	55	7,200	8,640	9,120	9,740
Auto Dealers	55 exc. 554	3,940	4,700	4,960	5,300
Gas Stations	554	3,260	3,940	4,160	4,440
Apparel & Accessories	56	2,150	2,110	2,220	2,380
Furniture, etc.	57	1,870	2,040	2,150	2,300
Eating & Drinking Places	58	10,450	12,540	13,230	14,120
Misc. Retail Stores	59	5,330	5,820	6,130	6,540
Drug Stores	591	1,560	1,400	1,470	1,570
Other Retail Stores	59 exc. 591	3,770	4,420	4,660	4,970
FINANCE,INSURANCE,REAL ESTATE	G (60-67)	8,900	10,100	10,400	10,800
Finance	60, 61, 62, 67	3,740	4,750	4,890	5,090
Bank & Credit Agencies	60, 61	3,280	4,280	4,400	4,580
Stock Brokers & Invest. Co.	62, 67	460	470	490	510
Insurance	63, 64	2,930	3,210	3,310	3,420
Real Estate	65, 66	2,230	2,140	2,200	2,290

TABLE IX

MONTANA TOTAL EMPLOYMENT BY INDUSTRY - 1960, 1970, 1975, and 1980

INDUSTRY	S. I. C. Code	Average Employment 1960[1]	Average Employment 1970[1]	Average Employment 1975[1]	Average Employment 1980[1]
SERVICES	H (70,72,73,75,76,78-82,84,86,88,89)	50,600	71,000	78,200	84,300
Private Household	88	5,710	3,860	4,250	4,580
Services, exc. Private Hshd.	H (70,72,73,75,76, 78-82, 84, 86, 89)	44,890	67,140	73,950	79,720
Hotels,Other Lodging Places	70	3,500	4,640	5,110	5,510
Personal Services	72	4,180	4,420	4,870	5,250
Laundry,Cleaning,Valet	721, 7	1,660	1,490	1,640	1,770
All Other Personal Serv.	722-6, 9	2,520	2,930	3,230	3,480
Misc. Business Serv.	73	1,190	2,220	2,450	2,640
Advertising	731-6, 9	110	160	180	190
Other Misc. Business Serv.	732-6, 9	1,080	2,060	2,270	2,450
Auto Repair Serv.,Garage	75	2,270	2,190	2,410	2,600
Misc. Repair Serv.	76	1,150	1,340	1,480	1,600
Entertainment & Recreation	78, 79	1,800	2,030	2,240	2,410
Motion Pictures & Theaters	78, 792	750	730	810	870
Misc. Ent. & Rec.	793, 1, 4	1,050	1,300	1,430	1,540
Medical & Other Health Serv.	80	10,520	15,740	17,340	18,690
Hospitals	806	6,650	9,740	10,730	11,560
Other Med. & Health Serv.	80, exc. 806	3,870	6,000	6,610	7,130
Legal Services	81	960	1,260	1,390	1,500
Educational Services	82, 84	14,470	26,770	29,480	31,780
NonProfit Membership Orgnzn.	86	3,510	4,570	5,040	5,430
Welfare & Religious	866, 7	2,390	3,240	3,570	3,840
Other NonProfit	861-5, 9	1,120	1,330	1,470	1,590
Misc. Services	89	1,340	1,960	2,140	2,310
Engineering & Architecture	891	520	680	740	800
Accounting & Bookkeeping	893	580	940	1,030	1,120
All Other Professional Serv.	892, 9	240	340	370	390
PUBLIC ADMINISTRATION	I (91-94)	14,200	14,900	16,600	17,100
Postal Services	91	2,570	2,590	2,890	2,970
Other Federal Public Adminis.	94	4,690	5,210	5,800	5,990
State Government	92	2,290	2,600	2,900	2,980
Local Government	93	4,650	4,500	5,010	5,160

1/ *Average employment figures by industry differ from Table I in that Government, Self-Employed and Unpaid Family workers were distributed to match industry detail with National industry data. (Census)*

TABLE X

EMPLOYMENT BY OCCUPATIONAL GROUP

As a Percent of Total Employment in Montana

1960, 1970, and 1980

Occupational Group	Percent of Total Employment 1960	Percent of Total Employment 1970	Percent of Total Employment 1980
TOTAL EMPLOYMENT	*100.0*	*100.0*	*100.0*
Professional, Technical & Kindred	*11.1*	*14.3*	*15.5*
Managers & Administrators, except Farm	*10.8*	*10.2*	*9.9*
Sales Workers	*6.7*	*6.6*	*6.2*
Clerical & Kindred	*11.8*	*14.4*	*17.2*
Craftsmen & Kindred	*13.1*	*12.6*	*12.5*
Operatives, except Transport	*7.2*	*7.1*	*6.3*
Transport Equipment Operatives	*3.9*	*3.7*	*3.5*
Laborers, except Farm	*5.3*	*4.7*	*4.0*
Farmers & Farm Managers	*11.2*	*7.6*	*5.7*
Farm Laborers & Farm Foremen	*5.6*	*4.0*	*3.6*
Service Workers, except Private Household	*11.0*	*13.4*	*15.0*
Private Household	*2.3*	*1.4*	*.6*

MONTANA EMPLOYMENT 1960, 1970, 1975, and 1980 BY OCCUPATION
and
JOB OPPORTUNITIES 1970 THROUGH 1980 BY OCCUPATION

Occupation	AVERAGE EMPLOYMENT				JOB OPPORTUNITIES, 1970 - 1980			
	1960	1970	1975	1980	Industry Expansion	Replace-ment Needs	Total Jobs Avail.	Average Annual Openings
TOTAL	236,000	259,500	275,400	288,300	28,800	97,440	126,240	12,620
Professional, Technical & Kindred Workers	26,200	37,200	41,140	44,590	7,390	14,850	22,240	2,220
Accountants	1,340	1,980	2,360	2,720	740	650	1,390	140
Architects	140	130	140	150	20	20	40	*
Computer specialists	30	240	380	510	270	20	290	30
Computer programers	20	180	270	360	180	20	200	20
Computer systems analysts	10	40	50	60	20	0	20	*
Computer specialists, n.e.c.	-	20	60	90	70	0	70	*
Engineers	1,660	2,260	2,480	2,650	390	240	630	60
Chemical	30	70	60	60	0	10	10	*
Civil	740	930	1,000	1,050	120	120	240	20
Electrical & electronic	350	490	560	630	140	40	180	20
Industrial	70	120	140	150	30	10	40	*
Mechanical	120	140	150	150	10	10	20	*
Metallurgical & materials	10	30	50	60	30	0	30	*
Mining	70	80	90	100	20	10	30	*
Petroleum	60	40	50	60	20	0	20	*
Sales	60	60	60	60	0	10	10	*
Engineers, n.e.c.	150	300	320	330	30	30	60	*
Farm management advisors	110	150	180	210	60	40	100	10
Foresters & conservationists	760	1,020	1,220	1,410	390	300	690	70
Home management advisors	-	40	50	60	20	10	30	*
Lawyers & judges	830	930	980	1,010	80	250	330	30
Judges	60	100	100	90	0	30	30	*
Lawyers	770	830	880	920	90	220	310	30

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT				JOB OPPORTUNITIES, 1970 - 1980			
	1960	1970	1975	1980	Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Librarians, archivists, curators	260	620	690	750	130	580	710	70
Librarians	250	600	650	690	90	560	650	70
Archivists & curators	10	20	40	60	40	20	60	*
Mathematical specialists, including actuaries, mathematicians, statisticians	30	50	70	90	40	60	100	10
Life & physical scientists	790	840	890	920	80	140	220	20
Agricultural	120	160	190	210	50	30	80	*
Atmospheric & space	-	100	170	240	140	20	160	20
Biological	120	150	150	150	0	20	20	*
Chemists	200	170	150	120	0	30	30	*
Geologists	310	230	190	140	0	40	40	*
Marine	-	20	40	60	40	0	40	*
Life & physical, n.e.c.	40	10	-	-	0	0	0	0
Operations & systems researchers & analysts	60	-	-	-	0	0	0	0
Personnel & labor relations workers	290	670	820	980	310	200	510	50
Physicians, dentists, & rel. practitioners	1,740	1,820	1,930	2,010	190	540	730	70
Chiropractors	100	90	110	130	40	30	70	*
Dentists	360	330	360	380	50	100	150	20
Optometrists	90	130	160	180	50	20	70	*
Pharmacists	380	350	330	300	0	90	90	*
Physicians, medical & osteopathic	670	770	820	870	100	270	370	40
Podiatrists	30	30	30	30	0	10	10	*
Veterinarians	110	120	120	120	0	20	20	*
Registered nurses, dietitians, therapists	3,000	3,580	3,950	4,270	690	2,200	2,890	290
Dietitians	70	150	150	150	0	100	100	10
Registered nurses	2,830	3,140	3,450	3,710	570	1,920	2,490	250
Therapists	100	290	350	410	120	180	300	30
Health technologists, technicians	520	900	1,160	1,390	490	480	970	100
Clinical laboratory technologists & technicians	240	410	480	540	130	220	350	40
Dental hygienists	30	10	10	10	0	10	10	*

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Health record technologists,technicians	30	20	30	30	10	10	20	*
Radiologic technologists,technicians	170	210	240	270	60	110	170	20
Therapy assistants	-	20	40	60	40	10	50	*
Health technologists,technicians,n.e.c.	50	230	360	480	250	120	370	40
Religious workers	1,120	1,190	1,230	1,260	70	310	380	40
Clergymen	940	1,000	1,030	1,050	50	260	310	30
Religious workers, n.e.c.	180	190	200	210	20	50	70	*
Social scientists	100	210	240	270	60	50	110	10
Economists	70	130	140	150	20	30	50	*
Psychologists	30	50	70	90	40	10	50	*
Urban & regional planners	-	30	30	30	0	10	10	*
Social and recreation workers	270	830	1,000	1,160	330	380	710	70
Social	190	640	770	890	250	290	540	50
Recreation	80	190	230	270	80	90	170	20
Teachers, college & university	890	2,120	2,310	2,470	350	560	910	90
Biology	40	90	90	90	0	20	20	*
Chemistry	40	100	100	90	0	30	30	*
Engineering	50	70	80	90	20	20	40	*
Physics	50	30	30	30	0	10	10	*
Other life & physical sciences	30	100	130	150	50	30	80	*
Mathematics	50	110	120	130	20	30	50	*
Economics	20	40	50	60	20	10	30	*
English	80	130	140	150	20	30	50	*
History	40	60	60	60	0	20	20	*
Miscellaneous social sciences	30	140	150	150	10	40	50	*
Other specified teachers	240	750	810	870	120	190	310	30
Not specified teachers	220	500	550	600	100	130	230	20
Teachers, except college & university	8,660	12,080	12,490	12,770	690	6,330	7,020	700
Adult education	90	220	290	360	140	60	200	20
Elementary school	5,130	6,560	6,760	6,880	320	3,920	4,240	420
Prekindergarten & kindergarten	340	460	440	410	0	270	270	30
Secondary school	2,510	4,120	4,250	4,340	220	1,560	1,780	180
Teachers,exc.college & university,n.e.c.	590	720	750	780	60	520	580	60

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Engineering & science technicians	1,590	2,140	2,460	2,750	610	240	850	80
Agriculture & biological, except health	130	140	160	180	40	20	60	*
Chemical	140	180	210	240	60	30	90	*
Draftsmen	420	450	430	410	0	40	40	*
Electrical & electronic engineering	120	280	370	450	170	20	190	20
Industrial engineering	60	10	10	10	0	0	0	0
Mechanical engineering	40	-	-	-	0	0	0	0
Surveyors	420	580	620	650	70	50	120	10
Engineering & science, n.e.c.	260	500	660	810	310	80	390	40
Technicians, except health, & engineering & science	400	710	920	1,120	410	140	550	60
Airplane pilots	110	140	160	180	40	10	50	*
Air traffic controllers	100	180	240	300	120	40	160	20
Embalmers	30	10	10	10	0	0	0	0
Radio operators	140	160	170	180	20	40	60	*
Technicians, n.e.c.	20	220	340	450	230	50	280	30
Vocational & educational counselors	90	420	530	630	210	160	370	40
Writers, artists, & entertainers	1,290	2,000	2,330	2,640	640	870	1,510	150
Athletes & kindred workers	70	170	170	180	10	50	60	*
Authors	30	20	20	30	10	20	30	*
Designers	60	110	150	180	70	40	110	10
Editors & reporters	340	350	360	360	10	330	340	30
Musicians & composers	380	380	370	360	0	120	120	10
Painters & sculptors	110	210	260	300	90	70	160	20
Photographers	140	220	260	300	80	70	150	20
Public relations men & publicity writers	60	230	280	330	100	70	170	20
Radio & television announcers	40	180	270	360	180	60	240	20
Writers, artists, entertainers, n.e.c.	60	130	190	240	110	40	150	20
Research workers, not specified	230	270	330	390	120	80	200	20
Manager & Administrators, except Farm	25,400	26,530	27,690	28,500	1,970	9,140	11,110	1,110
Assessors, controllers & treasurers, local public administration	240	430	540	650	220	310	530	50
Bank officers & financial managers	90	1,220	1,320	1,410	190	430	620	60
Buyers & shippers, farm products	300	270	260	240	0	70	70	*

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replace-ment Needs	Total Jobs Avail.	Average Annual Openings
Buyers, wholesale & retail trade	260	450	570	680	230	120	350	40
Credit men	170	130	140	150	20	50	70	*
Funeral directors	130	170	180	180	10	60	70	*
Health administrators	30	340	550	750	410	120	530	50
Construction inspectors,public admin.	50	40	40	30	0	30	30	*
Inspectors,exc.construction,public admin.	180	350	460	570	220	250	470	50
Federal public admin. & postal service	100	210	260	300	90	150	240	20
State public administration	70	120	160	210	90	90	180	20
Local public administration	10	20	40	60	40	10	50	*
Managers & superintendents,building	170	220	250	270	50	80	130	10
Officials & admin's,pub.admin.n.e.c.	1,320	1,520	1,730	1,920	400	1,070	1,470	150
Federal public admin. & postal service	330	440	510	570	130	310	440	40
State public administration	240	400	500	600	200	280	480	50
Local public administration	750	680	720	750	70	480	550	60
Officials of lodges,societies, & unions	180	270	320	360	90	100	190	20
Postmasters & mail superintendents	430	410	430	450	40	140	180	20
Purchasing agents & buyers, n.e.c.	160	280	330	380	100	70	170	20
Railroad conductors	460	430	410	380	0	150	150	20
Restaurant,cafeteria, & bar managers	1,320	1,570	1,740	1,890	320	1,090	1,410	140
Sales managers & dept.heads, retail trade	310	760	1,030	1,290	530	200	730	70
Sales managers,except retail trade	160	560	810	1,050	490	150	640	60
School administrators, college	40	220	230	240	20	60	80	*
School admin's,elementary & secondary	500	860	950	1,020	160	230	390	40
Managers & administrators,n.e.c.,salaried	9,870	9,910	10,360	10,690	780	2,170	2,950	300
Construction	640	1,000	1,150	1,290	290	210	500	50
Manufacturing	1,160	960	940	900	0	190	190	20
Transportation	630	680	700	720	40	150	190	20
Communications,utilities,sanitary serv.	750	600	630	650	50	130	180	20
Wholesale trade	1,140	1,270	1,350	1,410	140	300	440	40
Retail trade	2,890	3,190	3,390	3,560	370	740	1,110	110
Hardware,farm equip.,bldg.mat.retailing	560	560	540	510	0	130	130	10
General merchandise stores	400	400	410	410	10	90	100	10

Less than 10.

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Office machine operators	640	920	1,180	1,430	510	760	1,270	130
Bookkeeping & billing machine	110	170	190	210	40	150	190	20
Calculating machine	80	20	30	30	10	20	30	*
Computer & peripheral equipment	10	180	300	410	230	150	380	40
Duplicating machine	20	40	50	60	20	30	50	*
Keypunch	330	470	580	690	220	380	600	60
Tabulating machine	40	-	-	-	0	0	0	0
Office machine, n.e.c.	50	40	30	30	0	30	30	*
Payroll & timekeeping clerks	160	230	300	360	130	150	280	30
Postal clerks	840	1,090	1,230	1,350	260	220	480	50
Proofreaders	40	40	30	30	0	20	20	*
Real estate appraisers	70	160	220	270	110	70	180	20
Receptionists	480	990	1,280	1,560	570	710	1,280	130
Secretaries	3,640	6,900	8,870	10,770	3,870	5,120	8,990	900
Shipping & receiving clerks	350	530	660	780	250	240	490	50
Statistical clerks	390	550	640	720	170	250	420	40
Stenographers	1,590	1,000	1,060	1,110	110	700	810	80
Stock clerks & storekeepers	640	840	970	1,080	240	380	620	60
Teacher aides, except school monitors	50	710	780	840	130	320	450	40
Telegraph operators	340	290	270	240	0	130	130	10
Telephone operators	1,430	1,190	1,220	1,230	40	800	840	80
Ticket, station & express agents	460	360	290	210	0	160	160	20
Typists	1,010	1,960	2,520	3,050	1,090	1,450	2,540	250
Weighers	110	110	100	90	0	50	50	*
Miscellaneous clerical workers	890	1,030	1,120	1,190	160	460	620	60
Not specified clerical workers	4,240	2,970	2,160	1,320	0	1,340	1,340	130
Craftsmen & Kindred Workers	30,860	32,530	34,420	35,900	3,370	6,060	9,430	940
Automobile accessories installers	20	20	30	30	10	0	10	*
Bakers	380	380	370	360	0	90	90	*
Blacksmiths, forgemen & hammermen	120	70	50	30	0	10	10	*
Boilermakers	170	240	290	330	90	40	130	10
Bookbinders	70	50	40	30	0	10	10	*
Brickmasons & stonemasons	310	270	240	210	0	30	30	*

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Bulldozer operators	520	500	510	510	10	80	90	*
Cabinetmakers	180	140	100	60	0	30	30	*
Carpenters	4,070	3,490	3,380	3,230	0	790	790	80
Carpet installers	90	100	110	120	20	10	30	*
Cement & concrete finishers	120	140	150	150	10	30	40	*
Compositors & typesetters	590	510	460	410	0	100	100	10
Cranemen, derrickmen & hoistmen	360	660	830	990	330	110	440	40
Decorators & window dressers	130	200	240	270	70	40	110	10
Dental laboratory technicians	60	50	60	60	10	10	20	*
Electricians	1,170	1,470	1,640	1,800	330	240	570	60
Electric power linemen & cablemen	380	530	610	690	160	50	210	20
Electrotypers & stereotypers	40	10	-	-	0	0	0	0
Engravers, except photoengravers	10	10	20	30	20	0	20	*
Excavating, grading, & road machine operators, except bulldozer	1,280	1,800	2,100	2,380	580	290	870	90
Floor layers, except tile setters	70	100	130	150	50	10	60	*
Foremen, n.e.c.	3,610	3,840	3,940	4,000	160	780	940	90
Construction	540	650	720	780	130	140	270	30
Manufacturing	1,050	1,140	1,190	1,220	80	220	300	30
Durable goods	710	820	880	920	100	160	260	30
Nondurable goods,incl.not spec. mfg.	340	320	310	300	0	60	60	*
Transportation, communications, & other public utilities	950	690	510	330	0	140	140	10
All other industries	1,070	1,360	1,520	1,670	310	280	590	60
Furniture & wood finishers	20	20	30	30	10	10	20	*
Glaziers	80	80	80	90	10	10	20	*
Heat treaters, annealers, & temperers	20	-	-	-	0	0	0	0
Inspectors,scalers & graders,log & lumber	310	330	330	330	0	60	60	*
Inspecters n.e.c.	450	500	510	510	10	90	100	10
Construction	20	120	170	210	90	20	110	10
Railroads & railway express service	280	230	200	180	0	40	40	*
Other inspectors	150	150	140	120	0	30	30	*
Jewelers & watchmakers	120	100	100	90	0	20	20	*

Less than 10.

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Locomotive engineers	670	680	670	650	0	150	150	20
Locomotive firemen	380	110	100	90	0	20	20	*
Machinists	920	800	700	600	0	160	160	20
Mechanics & repairmen	7,610	9,230	10,420	11,490	2,260	1,500	3,760	380
Air conditioning, heating, refrigeration	120	210	270	330	120	50	170	20
Aircraft	130	130	140	150	20	10	30	*
Automobile body repairmen	330	580	740	890	310	90	400	40
Automobile mechanics	2,610	3,470	3,990	4,460	990	540	1,530	150
Data processing machine repairmen	-	40	80	120	80	10	90	*
Farm implement	120	520	650	780	260	90	350	40
Heavy equipment mechanics, incl. diesel	840	1,740	2,070	2,370	630	300	930	90
Household appliance & accessory installers & mechanics	260	500	660	810	310	90	400	40
Office machine	70	120	140	150	30	20	50	*
Radio & television	330	500	580	650	150	60	210	20
Railroad & car shop	670	580	500	410	0	100	100	10
Miscellaneous mechanics & repairmen	570	540	430	310	0	90	90	*
Not specified mechanics & repairmen	1,560	300	170	60	0	50	50	*
Millers, grain, flour & feed	40	30	30	30	0	10	10	*
Millwrights	190	260	310	360	100	50	150	20
Molders, metal	30	40	30	30	0	10	10	*
Motion picture projectionists	120	100	100	90	0	20	20	*
Opticians & lens grinders, polishers	80	150	170	180	30	30	60	*
Painters, construction & maintenance	890	650	600	540	0	130	130	10
Paperhangers	50	10	10	10	0	0	0	0
Photoengravers & lithographers	30	20	20	30	10	0	10	*
Piano & organ tuners, repairmen	10	20	30	30	10	0	10	*
Plasterers	110	30	30	30	0	10	10	*
Plumbers & pipe fitters	1,000	1,170	1,270	1,360	190	250	440	40
Power station operators	180	100	80	60	0	30	30	*
Pressmen & plate printers, printing	100	190	230	270	80	20	100	10
Roofers & slaters	100	80	70	60	0	10	10	*
Sheetmetal workers & tinsmiths	330	300	290	270	0	40	40	*

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Shipfitters	20	-	-	-	0	0	0	0
Shoe repairmen	140	90	80	60	0	20	20	*
Sign painters & letterers	80	60	60	60	0	10	10	*
Stationary engineers	1,360	1,180	1,080	960	0	360	360	40
Structural metal craftsmen	90	260	370	480	220	60	280	30
Tailors	80	40	30	30	0	20	20	*
Telephone installers & repairmen	740	560	520	480	0	60	60	*
Telephone linemen & splicers	200	250	280	310	60	20	80	*
Tile setters	110	70	70	60	0	10	10	*
Tool & die makers	30	30	30	30	0	0	0	0
Upholsterers	130	180	210	240	60	80	140	10
Craftsmen & kindred workers, n.e.c.	290	230	180	120	0	40	40	*
Operatives, Except Transport	16,910	18,380	18,350	18,290	0	3,750	3,750	380
Asbestos & insulation workers	70	70	80	90	20	10	30	*
Assemblers	240	200	160	120	0	30	30	*
Blasters & powdermen	20	50	50	60	10	10	20	*
Bottling & canning operatives	110	50	40	30	0	0	0	0
Chainmen, rodmen, & axmen, surveying	60	240	260	270	30	20	50	*
Checkers,examiners,& inspectors,manufacturing	190	200	190	180	0	50	50	*
Clothing ironers & pressers	590	410	350	300	0	120	120	10
Cutting operatives, n.e.c.	160	240	290	330	90	220	310	30
Dressmakers & seamstresses,except factory	440	330	260	180	0	310	310	30
Drillers, earth	520	500	480	450	0	60	60	*
Dry wall installers & lathers	180	70	60	60	0	10	10	*
Filers, polishers, sanders, & buffers	150	140	130	120	0	30	30	*
Furnacemen, smeltermen, & pourers	600	710	760	810	100	160	260	30
Garage workers & gas station attendants	1,610	2,400	2,560	2,700	300	270	570	60
Graders & sorters, manufacturing	20	110	140	180	70	120	190	20
Produce graders & packers,exc.factory,farm	130	50	40	30	0	20	20	*
Laundry & drycleaning operatives,n.e.c.	550	790	830	870	80	230	310	30
Meat cutters & butchers,except mfg.	710	620	560	510	0	100	100	10
Meat cutters & butchers, manufacturing	240	390	440	480	90	70	160	20
Meat wrappers, retail trade	30	150	180	210	60	60	120	10

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Milliners	-	20	20	30	10	10	20	*
Mine operatives, n.e.c.	2,640	1,760	1,180	600	0	290	290	30
Mixing operatives	100	110	110	120	10	10	20	*
Oilers & greasers, except auto	210	380	490	600	220	40	260	30
Packers & wrappers, except meat & produce	420	490	530	570	80	190	270	30
Painters, manufactured articles	60	80	80	90	10	30	40	*
Photographic process workers	90	130	160	190	60	20	80	*
Precision machine operatives	160	150	150	160	10	30	40	*
Drill press operatives	10	-	-	-	0	0	0	0
Grinding machine operatives	60	60	60	60	0	10	10	*
Lathe & milling machine operatives	70	90	90	100	10	20	30	*
Precision machine operatives, n.e.c.	20	-	-	-	0	0	0	0
Punch & stamping press operatives	80	90	90	90	0	20	20	*
Sawyers	900	1,190	1,310	1,430	240	170	410	40
Sewers & stitchers	140	350	370	380	30	240	270	30
Stationary firemen	330	430	500	570	140	100	240	20
Textile operatives	20	40	50	60	20	0	20	*
Welders & flamecutters	740	1,250	1,400	1,530	280	200	480	50
Winding operatives n.e.c.	60	10	-	-	0	0	0	0
Miscellaneous & not specified operatives	4,340	4,180	4,050	3,890	0	500	500	50
Machine operatives, misc. specified	1,380	2,010	2,370	2,720	710	240	950	100
Machine operatives not specified	570	350	220	90	0	50	50	*
Miscellaneous operatives	1,620	1,310	1,100	870	0	150	150	20
Not specified operatives	770	510	360	210	0	60	60	*
Transport Equipment Operatives	9,230	9,660	9,880	10,000	340	1,430	1,770	180
Bus drivers	510	750	820	890	140	240	380	40
Deliverymen & routemen	1,470	1,810	1,970	2,100	290	220	510	50
Fork lift & tow motor operatives	350	480	540	600	120	90	210	20
Motormen;mine,factory,logging camp,etc.	210	120	90	60	0	10	10	*
Parking attendants	140	40	40	30	0	10	10	*
Railroad brakemen	520	570	600	630	60	100	160	20
Railroad switchmen	480	500	520	540	40	90	130	10

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Taxicab drivers & chauffeurs	220	200	210	210	10	50	60	*
Truck drivers	5,330	5,190	5,090	4,940	0	620	620	60
Laborers, Except Farm	12,480	12,170	11,960	11,590	0	1,940	1,940	190
Animal caretakers, except farm	100	310	430	540	230	80	310	30
Carpenters' helpers	100	170	210	240	70	20	90	*
Construction laborers,exc.carpenters'help	2,370	2,090	1,940	1,760	0	270	270	30
Fishermen & oystermen	10	50	70	90	40	10	50	*
Freight & material handlers	1,830	1,840	1,840	1,830	0	160	160	20
Garbage collectors	140	180	180	180	0	40	40	*
Gardeners & groundskeepers,except farm	730	760	770	780	20	180	200	20
Lumbermen, raftsmen, woodchoppers	900	750	660	570	0	180	180	20
Stock handlers	1,140	1,730	2,090	2,430	700	150	850	80
Teamsters	220	170	130	90	0	40	40	*
Vehicle washers & equipment cleaners	430	260	190	120	0	60	60	*
Warehousemen, n.e.c.	490	630	720	780	150	150	300	30
Miscellaneous & not specified laborers	4,020	3,230	2,730	2,180	0	600	600	60
Farmers and Farm Managers	26,570	19,710	18,130	16,330	0	7,610	7,610	760
Farmers, owners & tenants	26,390	17,970	15,850	13,550	0	6,940	6,940	690
Farm managers	180	1,740	2,280	2,780	1,040	670	1,710	170
Farm Laborers and Farm Foremen	13,230	10,500	10,520	10,530	30	2,890	2,920	290
Farm foremen	310	540	680	810	270	140	410	40
Farm laborers, wage workers	10,950	8,220	8,260	8,290	70	2,150	2,220	220
Farm laborers, unpaid family workers	1,890	1,710	1,570	1,430	0	590	590	60
Farm service laborers, self-employed	80	30	10	-	0	10	10	*
Service Workers, Except Private Household	25,910	34,690	39,160	43,160	8,470	21,130	29,600	2,960
Cleaning service workers	5,550	8,280	9,190	9,980	1,700	4,590	6,290	630
Chambermaids & maids,exc.priv.household	810	1,340	1,570	1,790	450	1,020	1,470	150

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replacement Needs	Total Jobs Avail.	Average Annual Openings
Cleaners & charwomen	990	1,790	2,000	2,180	390	920	1,310	130
Janitors & sextons	3,750	5,150	5,620	6,010	860	2,650	3,510	350
Food service workers	11,700	14,940	16,440	17,740	2,800	9,230	12,030	1,200
Bartenders	2,130	2,110	2,080	2,030	0	1,300	1,300	130
Busboys	250	330	380	420	90	20	110	10
Cooks, except private household	3,500	4,470	4,950	5,380	910	2,720	3,630	360
Dishwashers	510	1,130	1,420	1,700	570	60	630	60
Food counter & fountain workers	370	460	520	570	110	360	470	50
Waiters & waitresses	3,860	5,180	5,740	6,230	1,050	4,000	5,050	500
Food serv.workers,n.e.c.,exc.priv.hsehd.	1,080	1,260	1,350	1,410	150	770	920	90
Health service workers	3,230	4,710	5,740	6,700	1,990	3,550	5,540	550
Dental assistants	180	210	240	270	60	150	210	20
Health aides, except nursing	150	410	570	720	310	290	600	60
Health trainees	210	10	10	-	0	10	10	*
Nursing aides, orderlies, attendants	2,060	3,250	3,960	4,630	1,380	2,500	3,880	390
Practical nurses	630	830	960	1,080	250	600	850	80
Personal service workers	3,340	4,290	5,110	5,880	1,590	3,200	4,790	480
Airline stewardesses	40	-	-	-	0	0	0	0
Attendants, recreation & amusement	320	450	540	630	180	300	480	50
Attendants, personal service, n.e.c.	240	190	160	120	0	130	130	10
Baggage porters & bellhops	60	60	60	60	0	40	40	*
Barbers	770	560	430	300	0	380	380	40
Boarding & lodging house keepers	420	50	40	30	0	30	30	*
Bootblacks	40	10	-	-	0	10	10	*
Child care workers,exc.private household	100	750	1,160	1,560	810	510	1,320	130
Elevator operators	120	70	50	30	0	50	50	*
Hairdressers & cosmetologists	820	1,450	1,830	2,190	740	1,290	2,030	200
Housekeepers,except private household	260	450	540	630	180	300	480	50
School monitors	10	60	60	60	0	40	40	*
Ushers, recreation & amusement	140	80	60	30	0	50	50	*
Welfare service aides	-	110	180	240	130	70	200	20

* *Less than 10.*

Occupation	AVERAGE EMPLOYMENT 1960	1970	1975	1980	JOB OPPORTUNITIES, 1970 - 1980 Industry Expansion	Replace-ment Needs	Total Jobs Avail.	Average Annual Openings
Protective service workers	2,090	2,470	2,680	2,860	390	560	950	100
Crossing guards & bridge tenders	20	20	30	30	10	0	10	*
Firemen - fire protection	340	380	400	410	30	30	60	*
Guards & watchmen	670	710	710	720	10	320	330	30
Marshals & constables	30	40	40	30	0	10	10	*
Police & detectives	760	1,000	1,150	1,290	290	130	420	40
Sheriffs & bailiffs	270	320	350	380	60	70	130	10
Private Household Workers	5,550	3,630	2,760	1,860	0	3,140	3,140	310
Child care workers, private household	3,020	2,060	1,570	1,050	0	1,780	1,780	180
Cooks, private household	70	30	30	30	0	30	30	*
Housekeepers, private household	430	400	380	360	0	350	350	40
Laundresses, private household	170	40	20	-	0	30	30	*
Maids & servants, private households	1,860	1,100	760	420	0	950	950	100

* *Less than 10.*

APPENDIX III

DESCRIPTION OF PLANNING AREA

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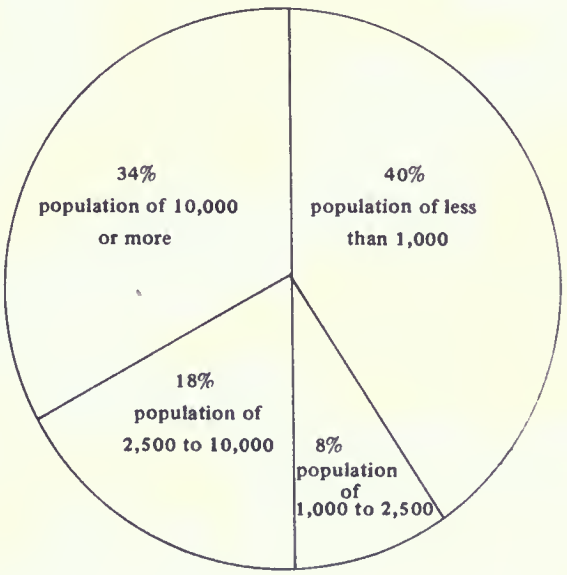
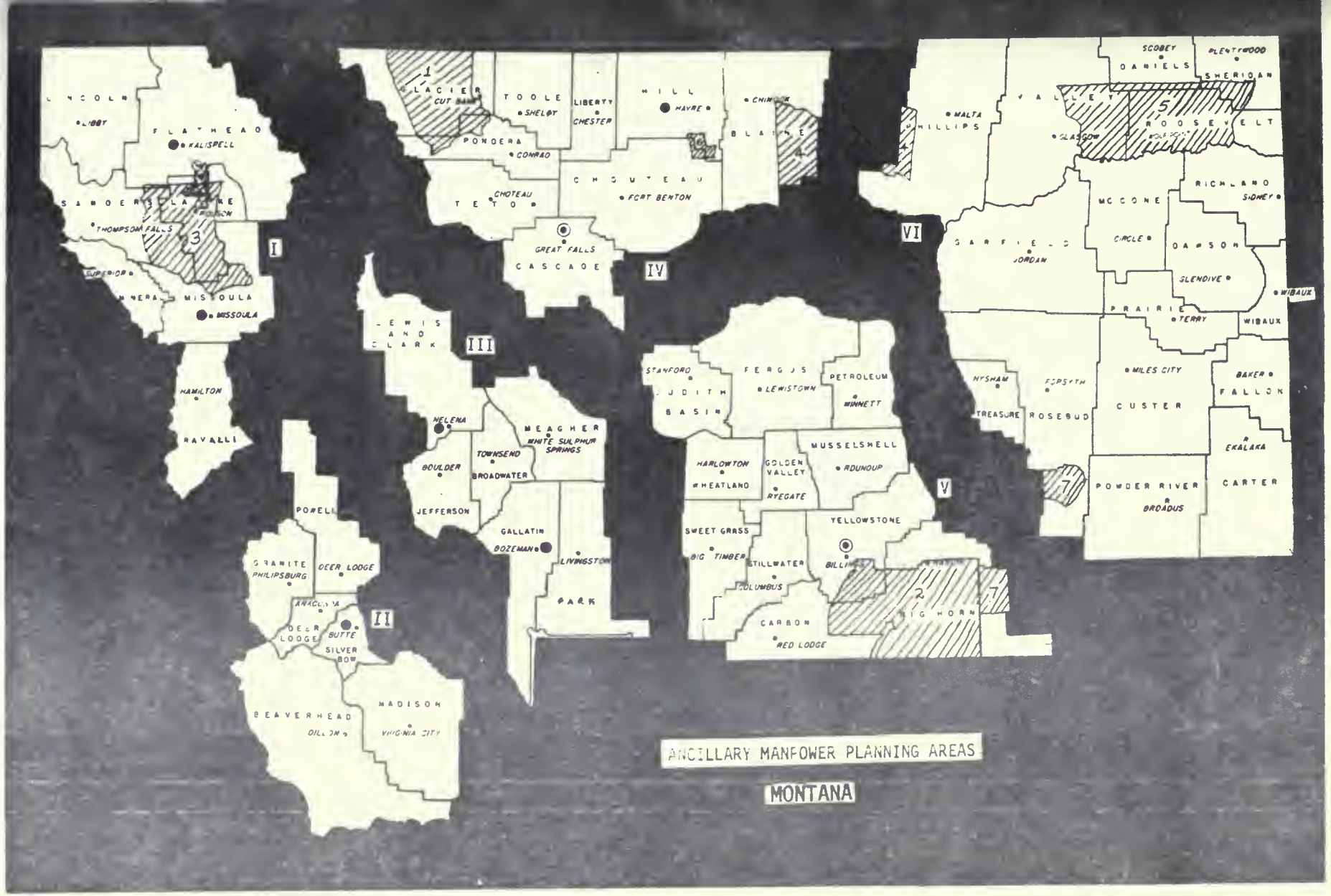
DESCRIPTION OF PLANNING AREA

The State of Montana lies in the northwestern United States encompassing an area in excess of 145,000 square miles with a population of 694,409. The State is divided into fifty-six counties and includes seven indian reservations.

For manpower planning purposes the state has been divided into six areas with an ancillary council in each area. The western portion of Montana, corresponding roughly to areas I,II, and III, is mostly mountainous terrain, made up of fertile mountain valleys, large rivers, and forested areas with a population of 322,008. The eastern two-thirds of the state, areas IV,V, and VI, constitutes the plains region, made up mostly of rolling terrain, broken hills, and large areas of flat grasslands with a population of 372,401.

Montana's large area and great differences in elevation contribute to a highly diverse climate. Both the climate and the terrain are of special significance as they have much to do with the economy of the state. The population of Montana is congregated in small areas, mostly in the western central part of the state. Forty percent of the population live in places of less than 1,000, eight percent in places of 1,000 to 2,500, eighteen percent in places of 2,500 to 10,000, and thirty-four percent in places of 10,000 or more.





ANCILLARY MANPOWER PLANNING AREAS

MONTANA

◉ SMSA Over 50,000

● Towns over 10,000

MONTANA INDIAN RESERVATIONS

1. Blackfoot Reservation
2. Crow Reservation
3. Flathead Reservation
4. Ft. Belknap Reservation
5. Ft. Peck Reservation
6. Rocky Boy Reservation
7. Northern Cheyenne Reservation

APPENDIX IV

DECISION-MAKING PROCESS

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DECISION MAKING PROCESS

The decision making process was based on communication between the six Area Manpower Planning Boards and the State Manpower Planning Council. In total 169 people, representing all levels of government, various user/client organizations, all agency sponsors, and business and labor leaders, participated in the planning process.

The State Secretariat furnished technical advice to the council and all boards. In this role the Secretariat was able to act as an information liaison between the local Boards and the State Council.

On April 13th the Area Boards turned in a draft of their Manpower Plans to the State Manpower Office. These plans provided information for a draft of the State Plan which was sent to the Area Boards for comment. On May 7th the Area Boards submitted their final area plan and comments on the draft of the State Plan. These comments and updated area plans were incorporated with the state draft, which became the final State Plan. This process encouraged input from all levels and helped guarantee all representatives had an opportunity to influence the final product.

AREA IV MANPOWER PLANNING BOARD - MINORITY REPORT

The Area IV Manpower Planning Board feels strongly that the priorities for target groups and manpower services, listed in the fiscal year 1974 Montana Manpower Plan, should not be the priorities for this area. Under target group priorities the Area IV Board believes heads of households should be the number one priority. Economic development is desperately needed and should be the primary Manpower service for the area. This area has recently faced shut downs or cut backs in employment by several major employers. Consequently, there is a surplus of trained workers in the area.